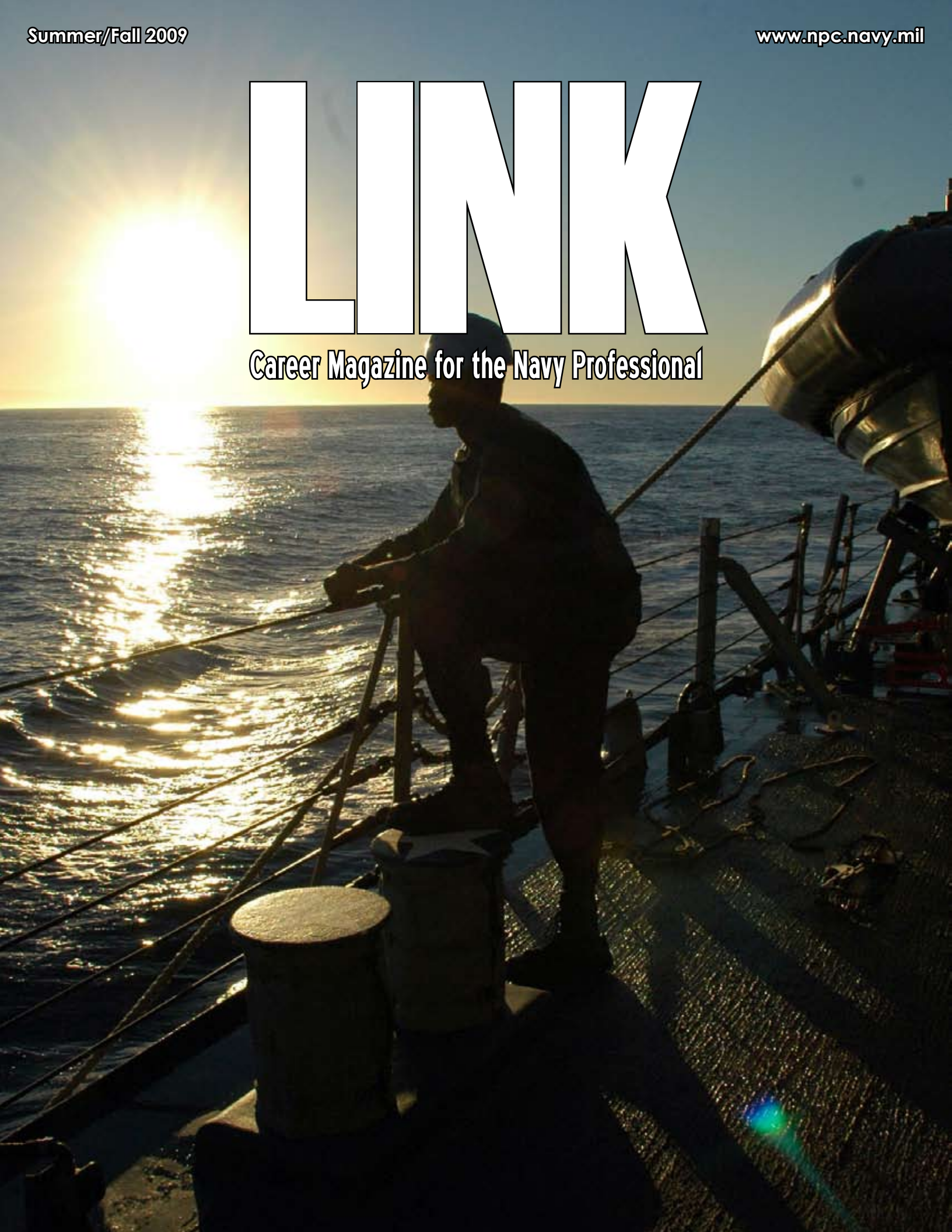


Summer/Fall 2009

www.npc.navy.mil

LINK

Career Magazine for the Navy Professional

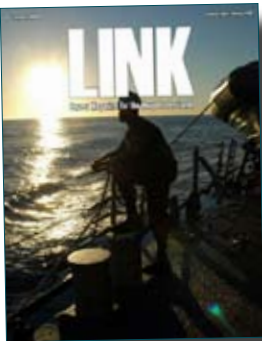




Sailors aboard the Arleigh Burke-class guided-missile destroyer USS Mustin (DDG 89) look for foreign object debris on the flight deck prior to flight quarters. Mustin is one of seven Arleigh Burke-class destroyers assigned to Destroyer Squadron (DESRON) 15 and operates from Yokosuka, Japan. (Photo by Mass Communication Specialist 2nd Class Bryan Reckard)

LINK

Career Magazine for the Navy Professional



Front Cover: Boatswain's Mate 2nd Class Ronnie Graham waits for the order to lower a rigid hull inflatable boat from the guided-missile destroyer USS Arleigh Burke (DDG 51). Arleigh Burke recently departed Durban, South Africa with the South African Navy frigate SAS Amatola (F 145) for a series of cooperative at-sea exercises. (Photo by Mass Communication Specialist 2nd Class David Holmes)



Back Cover: The Los Angeles-class attack submarine USS Scranton (SSN 756) arrives for a routine port visit on the island of Crete. Scranton departed her homeport of Norfolk in February 2009 as part of the Eisenhower Strike Group and returned in August, greeted by First Lady Michelle Obama. (Photo by Mass Communication Specialist 3rd Class John Martinez)

Inside

In Focus: Advancement information, advice available free online

- Navy unveils self-apply option for orders* **Page 5**
- Navy standardizes suitability screening for IAs* **Page 6**
- Navy standardizes suitability screening for IAs* **Page 8**

From the Detailer's Desk

Page 10

Put in for My Outfit

Page 35

Vice Adm. Mark E. Ferguson III
Chief of Naval Personnel; Deputy Chief of Naval Operations, Manpower, Personnel Training and Education.

Rear Adm. Donald P. Quinn
Commander, Navy Personnel Command; Deputy Chief of Naval Personnel

Cmdr. Alvin A. Plexico Jr.
NPC Public Affairs Officer

Pam Warnken
NPC Communications Manager

Wm. Cullen James
Editor

LINK (NAVPERS 15892) is the career bulletin of the Navy professional. Its mission is to provide all Navy personnel information regarding key policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. LINK is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications. Unless otherwise noted, articles in LINK may be reprinted and disseminated without permission. Please give appropriate credit. The LINK office is located in Room N301, Goetsch Hall, Bldg 768, Millington, TN. The LINK Editor may be reached at (901) 874-2266 DSN 882-2266

Shipmates,

This issue of *LINK* is focused on you, and is dedicated to providing you with the information and knowledge that you need to be a full partner in your career. The Navy offers opportunities and benefits that are unmatched. As your head detailer, it is my privilege to ensure that every Sailor is in the best possible assignment that provides satisfying work in your rating, provides ample opportunity for professional growth, and meets the Navy's most important mission requirements. My commitment to you is that the assignment process be open and transparent, and that you are given the tools and opportunity to participate fully.

For years, our Navy workforce has been steadily downsizing. That process is now essentially complete, and the size of the force will be stabilizing. Maintaining the right mix of expertise in our leaner force requires a much more precise set of policies, practices and incentives. The most important factor in this environment is a Sailor who understands the big picture of Navy's mission, how he or she contributes to that mission, and how to actively engage in the management of a successful and rewarding career.

The foundation of a good assignment from both the Sailor's and the command's perspective is how well we achieve "FIT" in the distribution process. FIT has four components:

- A Sailor with the proper mix of knowledge, skills, and ability to meet the demands of the assignment — the "right Sailor."
- Enroute training (if required) to meet the NEC requirements of the job — the "right skills."
- The right point in the Sailor's career to draw the full benefit of the Sailor's experience and training, and a billet in an organi-

zation that provides challenges to enhance his/her continued professional growth — the "right place."

- The Sailor's timely arrival to an assignment to support the unit's operational needs — "the right time."

In our current environment we also consider other factors during the assignment process such as cost of the PCS move or the ability to provide geo-stability for Sailors, in order to provide "FIT" at the best value to the Navy.

So how can you best interact with your Career Management Team to lay the course for your future?

You must be a full partner in staying informed and taking full advantage of the many new ways to do so. Enhancements to the Career Management System Interactive Detailing (CMS-ID) now make this tool directly accessible to you, which will augment the key role of your core leadership team of CO, XO, CMC and Navy counselor.

We are using new technologies to communicate with you, such as the Facebook "Navy Detailers" page and Twitter on demand. The professionals at the Navy Customer Service Center (1-866-U ASK NPC) can answer many questions, and much career information is available at the Navy Personnel Command Web site (www.npc.navy.mil). Your detailer is ready to work with you to make the most of your career choices.

I hope you find this issue of *LINK* an important component of your career tool kit. I welcome your feedback on how the PERS-4 Officer and Enlisted detailing team can serve you better.

Mike Shoemaker
Rear Admiral, USN



**Rear Admiral
Mike Shoemaker,
PERS-4/Head
Detailer**

Advancement information, advice available free online

By Ed Barker
*Naval Education and Training Command
Public Affairs*

The Navy provides Sailors prepping for advancement have all the tools they need free of charge, but some sites on the Internet are charging for advancement information.

Perhaps unknowingly, Sailors are spending their money by paying for what is available free of charge. The most current and authoritative advancement information for active-duty and Reserve Sailors is available from their command career counselors and by visiting the Navy Advancement Center's Web site at <https://www.advancement.cnet.navy.mil>.

"Everything you need to be successful on the advancement exam is available for free from the Navy," said Master Chief Electrician's Mate Robert McCombs, command master chief for Naval Education and Training Professional Development and Technology Center (NETPDTC), Pensacola, Fla. "In fact, our sites are where the commercial venues get a lot of their information. Sailors don't need to go out and buy commercial products in order to advance."

Professional military knowledge and rating-specific references for advancement are just a click away. Two of the most popular products available through the Advancement Center Web site are the Sailor's profile sheet and the Advancement Exam Strategy Guide, said McCombs.

The profile sheet is specific to the individual Sailor and uses results from previous examinations to show the Sailor where his or her weaknesses are in comparison to their peers. The report shows them what areas they need to improve in order to be competitive on the test. Sailors can use their profile sheets to build their study program by topic and subtopic.

The Advancement Exam Strategy Guide contains a bibliography specific to the examination that the Sailor will take.

"A Sailor can go to the exam section, look up their specialty and download their information including the bibliography," said McCombs.

"We give them the references we use for exam questions, so it's just a matter of becoming familiar with the material."

To help Sailors understand what skills and knowledge exam developers are assessing, specific rating information is broken down by paygrade into topic



Sailors take the E-6 advancement exam aboard the nuclear-powered aircraft carrier USS Nimitz (CVN 68). Nimitz and Carrier Air Wing (CVW) 11 are conducting operations off the coast of Southern California in preparation for a scheduled deployment to the western Pacific Ocean. (Photo by Mass Communication Specialist 2nd Class Jessica Bidwell)

and subject areas for all exams in the rating. This section of the Web site also includes information on "how to prepare for and take an advancement exam."

"If a Sailor uses their past profile sheet(s), which shows their weak areas compared to their peers, along with the bibliography and topics/subtopics, they can develop a more focused study product than any commercial product can provide," said McCombs.

Kirk Schultz, head of Advancement Assessment Concepts at NETPDTC, said that there are many other Navy-sponsored Web sites Sailors can visit to help with their advancement needs.

"Since just about everything has gone electronic, many Navy and Department of Defense instructions are available through the Web. Additionally, we intend soon to provide the capability for Sailors to link to many of their references directly from the advancement site," said Schultz.

"Our site has features and helpful tools to better prepare for upcoming exams such as access exam to statistics by rating, non-resident training courses, as well as final multiple computations charts," said McCombs.

Sailors without direct access to a computer should see their educational services officers or command career counselors for instructions on where computer access can be obtained and for other information they need to prepare for their next advancement examination.

Navy unveils self-apply option for orders

By Chief Mass Communication Specialist (SW) Maria Yager
Navy Personnel Command Public Affairs

The latest upgrade to the Navy's detailing system empowers Sailors by allowing them to submit their own job applications when negotiating for permanent change of station (PCS) orders, according to NAVADMIN 200/09, released July 7.

Career Management System Interactive Detailing (CMS/ID), is a Web-based system that allows Sailors to view available job assignments and make applications through their command career counselor when looking for PCS orders. Beginning with the July 9 CMS/ID application cycle, many Sailors will have the ability to submit applications on their own.

"More senior Sailors already understand the detailing system and know what they should be looking for. The self-apply option is good for them. This frees up the career counselor to work with junior Sailors who may have never negotiated orders before and need help navigating the system," said Chief Warrant Officer Samuel Kirkland, assigned to OPNAV N16 Fleet Introduction team.

The OPNAV N16 Fleet Introduction Team tests and validates manpower, personnel, training, and education applications currently being used by Sailors. CMS/ID Self-Apply option was tested at 15 different commands including ships, shore units and squadrons over a five month period.

"The feedback has been very positive. We found that Sailors liked the empowerment," said Kirkland.

"Sailors have been asking for it and the Navy really delivered," said Senior Chief Navy Counselor (SW) Veronica Holliday, assigned to Commander Navy Region Southwest in San Diego. Holliday's command participated in the



Boatswain's Mate Seaman Austin Romero, middle, steers USS Carl Vinson (CVN 70) as helmsman while Boatswain's Mate Seaman Reginald Thorton, left, and Boatswain's Mate 2nd Class Jonathan Beesley man the helm. Changes to CMS/ID allows Sailors to view available job assignments, like those aboard the Carl Vinson, and make applications through their command career counselor. (Photo by Mass Communication Specialist 3rd Class Joshua Nistas)

CMS/ID Self-Apply operational test earlier this year.

"We love it. It is like what a lot of major businesses already do, where you apply online or at an application kiosk," said Holliday.

While this new option allows Sailors to apply for jobs on their own, the career counselor will still retain the option to review and modify requests.

"It does not take the command out of the process because we have to review the applications to make sure Sailors apply to the right jobs for their career path," said Holliday, who verifies applicants at her command meet physical readiness standards, sea shore flow

requirements and other factors.

Before getting started Sailors must meet Perform to Serve requirements as outlined in NAVADMIN 017/09 and 161/09 and be within their orders negotiation window in order to submit applications. Sailor can access CMS/ID online at <https://www.cmsid.navy.mil>. A common access card (CAC) and a card reader are required to log-in.

Sailors without internet access should continue to communicate with their detailers through the career counselor and the chain of command.

For more details read NAVADMIN 200/09.

Sailors explore Post 9/11 GI Bill transferability

By Chief Mass Communication Specialist (SW) Maria Yager
Navy Personnel Command Public Affairs

With the Post 9/11 GI Bill active, one of the new benefits has generated a lot of attention. Transferability may be an exciting new option, but it is important for Sailors to know that they must transfer benefits before leaving active duty.

Transferability under the Post 9/11 GI Bill is a recruiting and retention tool. While a Sailor may be eligible for education benefits provided by the Post 9/11 GI Bill, generally the option to transfer a Sailor's unused benefits to a family member requires an additional service commitment in the Armed Forces, according to NAVADMIN 203/09.

"I think a lot of people are excited to have the opportunity to transfer benefits. The NAVADMIN lists a lot of information addressing eligibility and service obligation requirements so if you are interested in transferring your benefits, start there first," said Kathy Wardlaw, the Navy's GI Bill program manager.

Under the Post 9/11 GI Bill, which went into effect Aug. 1, qualifying Sailors may elect to transfer all or a portion of their benefits to a spouse or child enrolled in Defense Eligibility Enrollment System (DEERS) and eligible for benefits. To ensure family members can receive benefits, Sailors must transfer at least one month of benefits to each family member prior to leaving active duty. The amount of benefits can be adjusted later, but Sailors cannot add any family members after their active-duty service ends.

For transferability, Sailors must have served at least six years in the Armed Forces and agree to serve an additional four years, in most cases. The NAVADMIN outlines exceptions to the additional four-year service obligation, which includes Sailors currently eligible for retirement within four years of the Post 9/11 GI Bill start date.

"It's a huge step in the right direction for Sailors to be able to transfer their GI

Bill benefits. Upon my retirement, my son will be quickly approaching college years. Being able to transfer my GI Bill to him will take a load off of our wallet," said Yeoman 1st Class (SW) Shontay Bond, assigned to Navy Recruiting Command.

The basic steps for transferring benefits are:

- Talk with the chain of command or career counselor to determine service obligation.
- Ensure the required service obligation is reflected in the Electronic Service Record at <https://nsips.nmci.navy.mil/>.
- Request to transfer benefits at the Defense Manpower Data Center (DMDC) Web site at www.dmdc.osd.mil/TEB/. This step may only be completed while in the armed forces (active duty or selected reserves).
- Check the DMDC Web site for your application status. Once approved, go to VA's Web site to the Veterans Online Application (VONAPP) <http://vabenefits.vba.va.gov/vonapp/>. Follow the instructions to create user name and password. After account is created, select "Create New Form" from drop-down and choose VA Form 22-1990e.

- VA will verify eligibility and provide a certificate of eligibility to the family member designated to receive the benefits.
- Family members will take the certificate of eligibility to the college and complete appropriate documentation to receive Post 9/11 benefits.

"The number one reason for rejected applications is the lack of sufficient obligated service or Page 13 not reflecting in a Sailor's electronic service record. Sailors should verify the information is there, before applying for transferability," said Wardlaw.

Additional information including a check list and FAQ sheet is available at the Navy Personnel Command Web site at www.npc.navy.mil.

Editor's note: The Services received word Aug. 1 that the VA will not be able to process all the Certificates of Eligibility for students beginning school this Fall. In order to accommodate the large numbers, the VA has asked that dependents take a copy of the approved transfer of education benefits along with the VA Form 22-1990E with them to the VA counselor at the college they are attending. The counselor will verify enrollment information and submit a certificate of enrollment to the VA for payment.



Robert Bailey, a veterans benefits coordinator for the Biloxi Veterans Hospital, briefs active duty Sailors and retirees on the Post 9/11 GI Bill at Naval Construction Battalion Center, Gulfport. The new GI Bill took effect Aug 1. (Photo By Mass Communication Specialist 1st Class Terry Spain)

Navy standardizes suitability screening for IAs

By Mass Communication Specialist 1st Class (SW/AW)
Bleu Moore, U.S. Fleet Forces Public Affairs

Individual augmentee (IA) Sailors continue to be an integral part of the Navy's support of the country's wars and beginning July 20, each IA Sailor reporting to Navy Mobilization Processing Site (NMPS) will have to complete the new expeditionary screening checklist.

NAVADMIN 180/09, also called IA Gram 6 released June 2009, addresses the suitability screening requirements for all IAs to include physical, mental, dental and administrative readiness. The new expeditionary screening checklist replaces the Expeditionary Combat Readiness Command checklist currently in use.

With more than 14,000 Sailors presently on IA orders, establishing standard expeditionary screening requirements is imperative. Improper screening can cause undue hardships on Sailors and their families, impose additional burdens on commands, increase the number of fallouts, and degrade the Navy's overall readiness.

An IA Sailor's parent command and the Navy Operational Support Center (NOSC) must ensure all IAs complete, within 30 days of receiving IA orders, the Expeditionary Screening checking in regard to MILPERSMAN 1300 – 318 and BUMEDINST 1300.3. MILPERSMAN 1300 – 318 is the policy and procedures for GSA, IAMM, and RC Mobilization assignments for all officers and enlisted personnel. BUMEDINST 1300.3 is an instruction that requires all IAs to be medically screened, including specific medical requirements for a specific geographical location or area of responsibility.

One major duty of parent commands and NOSC is to ensure each IA Sailor has a command individual augmentee coordinator (CIAC) assigned to them. The CIAC provides personal, one-on-one information and support to IA Sailors and their families before, during and after an IA deployment.

For further information on NAVADMIN 180/09, visit www.ia.navy.mil and select "IA Grams." The Expeditionary Screening checklist can be found at https://www.npc.navy.mil/CareerInfo/Augmentation/Expeditionary_Screening/.



Sailors and Airmen undergoing individual augmentee training walk through a cloud of smoke during a training exercise on the Balad training range at Fort Dix, N.J. The service members are undergoing training before deploying to support Operations Enduring Freedom and Iraqi Freedom. (Photo by Mass Communication Specialist 2nd class Lenny M. Francioni)

'Mustangs' educate Sailors about officer accession programs

By Mass Communication Specialist
2nd Class Kimberly Williams
Naval Station Guantanamo Bay
Public Affairs

Naval Station (NAVSTA) Guantanamo (GTMO) Bay "Mustangs" recently held a forum at NAVSTA Bulkeley Hall Auditorium for Sailors interested in applying to limited duty officer (LDO) and chief warrant officer (CWO) programs.

The term "Mustang" refers to officers who are commissioned from the Navy's enlisted ranks through in-service procurement programs, with no interruption of active-duty service.

"There is nothing easy about [being an LDO/CWO]," said Lt. Cmdr. Lareava Meschino, NAVSTA GTMO port operations officer. "It is a passion about it. There is nothing more exciting [than being an LDO.] I am here today to create more of us," said Meschino.

Although the forum was sponsored by NAVSTA GTMO, many officers from several commands in GTMO sat on this year's panel.

"There are two-hundred ten years of combined naval experience among the officers giving this brief," said Cmdr.

Jeff Hayhurst, Joint Detention Group GTMO commanding officer. He emphasized that a commission is not easy to come by.

"I will not cheapen the community. You will either earn selection to the LDO/CWO program through endorsements and appraisals, or you don't," said Hayhurst.

Among the officers present at the brief was Cmdr. Paul Mitchell, NAVSTA executive officer who said that going to sea and taking the "tough assignments" was a surefire way to make an LDO/CWO package stand out.

"It's never too early to start a package," said Mitchell. "Junior Sailors who are looking to someday join the LDO/CWO ranks should start tailoring their careers now to prime them for selection."

The forum facilitators said that acceptance rates for both programs vary from year to year, but there are a few things applicants can do to make themselves more competitive.

"Look three tours out and apply early and often," said Cmdr. Toby Swain, NAVSTA GTMO supply officer. "Hard

work and hard duty help make you a more desirable candidate."

The LDO/CWO community makes up approximately 11 percent of the total officer force throughout the Navy.

First class petty officers through master chief petty officers can apply to the LDO/CWO programs upon fulfilling minimum program eligibility requirements. Those applying for LDO are required to have completed at least eight years, but not more than 16 years of active duty service.

Applicants applying for CWO are required to be a chief petty officer and have completed at least 12 years but no more than 24 years of active-duty service before applying to the program.

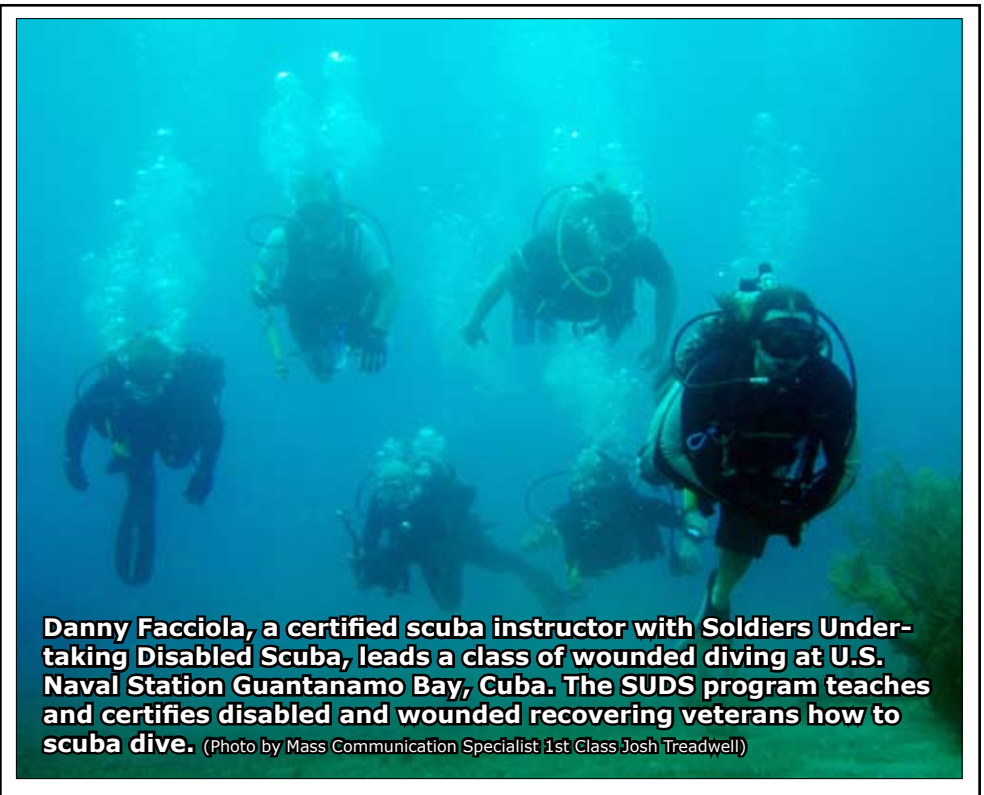
While these programs are the only officer commissioning programs that do not require applicants to possess a baccalaureate degree, they require career experience – which many consider invaluable practical knowledge.

According to Chief Warrant Officer Michael Lane, NAVSTA GTMO weapons officer, applicants should take a long, hard look at their evaluations and "tweak" their packages early and often.

Board members explained that prior to submitting an application to the LDO/CWO programs, applicants also need to consider if they are willing and able to be stationed anywhere in the world.

"While it is not a requirement to be worldwide assignable, it is part of the criteria when applying to any officer program," said Lt. Robert Trujillo, NAVSTA administration officer. "There [are] instances where there are critical assignments [officer detailers] need to fill, so it is essential that you are worldwide assignable and can make those hard tours as well as those nice to have tours," Trujillo said.

To find out more information about the specifics of the LDO/CWO programs visit the Boards section at the Navy Personnel Command Web site at www.npc.navy.mil/Boards/Administrative/LDOCWO/.



Danny Facciola, a certified scuba instructor with Soldiers Under-taking Disabled Scuba, leads a class of wounded diving at U.S. Naval Station Guantanamo Bay, Cuba. The SUDS program teaches and certifies disabled and wounded recovering veterans how to scuba dive. (Photo by Mass Communication Specialist 1st Class Josh Treadwell)

from the detailer's desk

The below section is filled with news, notes, updates and career information from the detailers. Please note that all information was current at the time of publication. For more information, call the **Navy Personnel Command Customer Service Center at 1-866-U-ASK-NPC (1-866-827-5672)**.

Augmentation Division (PERS-4G)

GSA Assignments – incentives, eligibility and screening:

The purpose of Global War on Terror Support Assignments (GSAs) is to improve predictability of GWOT assignments for the Sailor and their families, enable volunteerism, improve manning stability at the unit level and add detailer involvement for oversight of professional development and career progression.

Incentives have been administered to recognize the sacrifice that our Sailors endure during a GSA assignment. In an effort to mitigate some of the adverse impacts, the Navy has implemented methods to improve the IA experience:

- Increased minimum notification time from 30 days to 60 days prior to deployment (NAVADMIN 002/08)
- Developed follow-on assignment incentives (NAVADMIN 003/08 & NAVADMIN 276/08)
- Established advancement incentives (NAVADMIN 276/08)
- Eliminated administering advancement exams in combat areas (NAVADMIN 290/06)
- Established official credit for IA, including qualification and skill-set tracking. (NAVADMIN 300/06)

In addition to the aforementioned incentives, IA Sailors that receive orders for at least a 365-day IA assignment can request Indeterminate Temporary Duty (ITDY) orders that

allow movement of families to another location while the Sailor is on the IA assignment. (NAVADMIN 273/06)

In order for a Sailor to be eligible for an IA assignment, the following Sourcing/Screening Business Rules apply:

- Sailors must be E-3 and above at the time of administrative screening (NAVADMIN 024/09)
- Sailors must be E-4 or above for assignment to Detainee Operations Missions (NAVADMIN 024/09)
- Sailors must not have failed two PFAs in the past three years (NAVADMIN 277/08)
- Sailors must meet security clearance requirement as defined in IA orders (NAVADMIN 076/09)

The Navy continues to experience IA pre-deployment attrition due to improper screening of personnel. The detailer and parent command must ensure proper sourcing and early screening.

The Expeditionary Screening requirement outlined MILPERSMAN Article 1300-318 establishes standard screening and reporting requirements. All IAs must complete the Expeditionary Screening within 30 days of orders being issued. Commands are directed to report the member's suitability to execute expeditionary assignment upon the member's completion of the Expeditionary Screening checklists. The Expeditionary Screening is comprised of two parts, administrative and medical/dental.

NAVMED 1300/4 (3-09), Expeditionary Medical and Dental Screening for Individual Augmentee (IA) and Support Assignments to Overseas Contingency Operations (OCO), can be obtained at the Bureau of Medicine and Surgery (BUMED) Web site below. Select Forms from the menu. Specific link is: <http://navymedicine.med.navy.mil/Files/Media/directives/NAVMED%201300-4.pdf>.

Any required Area of Responsibility (AOR) theater-specific medical screening forms (NAVMED 1300/5 (3-09) through NAVMED 1300/11 (3-09), Individual Augmentee (IA) and Support Assignments to Overseas Contingency Operations (OCO) Specific Requirements for (specific location) Area of Responsibility (AOR)) and all other applicable medical screening forms can be found on the BUMED Web site below. Select Forms from the menu or use the link below: <http://navymedicine.med.navy.mil/default.cfm?selmod=706435D4-8C78-A781-8663C37197B239CD&seltab=Directives&type=ALLBMDF>.

The administrative portion of the expeditionary screening

consists of the following:

- (1) NAVPERS 1300/21 (4-09), Medical Suitability Certification.
- (2) NAVPERS 1300/22 (4-09), Expeditionary Screening Checklist.

These forms can be found on the Bureau of Naval Personnel (BUPERS) Web site below: http://www.npc.navy.mil/Career-Info/Augmentation/Expeditionary_Screening/Forms.htm.

If a GSA falls out greater than 120 days prior to their deployment date, detailers will attempt to replace the unplanned loss. If a GSA falls out at 120 days or less before orders commence, the detailers will attempt to replace the

Surface Assignment and Distribution (PERS-402) FC

Greetings from Millington! Check CMS/ID for the latest opportunities to serve in the world's greatest Navy. The priority billets for AEGIS-trained technicians are sea duty. Remember, Sea Duty Incentive Pay (SDIP) is still being offered for E-5 and E-8s — see the NPC Web site for more information (www.npc.navy.mil). For those rolling to shore, Great Lakes billets at the Center for Surface Combat Systems (CSCS) and Recruit Training Command are the priority. For conventional-trained technicians, the priority billets are sea duty. For those rolling to shore, Other Contingency Operations (OCO), previously GSA, and CSCS Dam Neck are on the list. For OCO assignments, CIWS technicians, in particular, are in high demand. AEGIS-trained technicians are still fenced from the OCO assignments. If you have further questions about what is available for you, please do not hesitate to contact us!

GM

Greetings from the Gunner's Mate Detailers! Check CMS/ID for jobs opening up for you to apply for. The GM rating is very sea intensive and offers challenging sea duty billets at various locations including Japan, Diego Garcia, Guam, Hawaii, and many Stateside billets. Additionally, there are several Other Contingency Operations (OCO), previously GSA, assignments which offer challenging jobs while serving in a multi-force capacity. There are Pre-Commissioning assignments for Littoral Combat Ships (LCS) and DDG's that provide an opportunity to get an extensive training pipeline before Commissioning. Looking for shore duty? Seek out challenging billets such as: Instructor Duty (several locations); Recruit Division Commander (molding Sailors of the future); Recruiting (several locations, recruiting our Sailors of tomorrow). Any of these high demanding shore duty tours can be very beneficial towards a very successful Naval career.

With the implementation of the Sea Shore Flow, the initial/first sea tour has changed to 42 months at sea followed by subsequent sea tours of 36 months after completion of a 36-

GSA within 48-hours. If there is no GSA replacement available, the requirement will be filled via the Individual Augmentee Manpower Management (IAMM) (legacy rip-to-fill) method. (NAVADMIN 003/08)

Balancing the Navy's requirement to support the GWOT with our inherent duty to take care of our Sailors is critical. The guidance above is essential to maintaining the balance and continuing to demonstrate our commitment to our Sailors and their families while recognizing the significant contributions that they are making. Navy-wide support of our Sailors serving on IA assignments and their families is critical to mission success. CNO is firmly committed to improving IA Sailor and family support.



month shore tour. If you have any questions, want to discuss goals or desire career guidance, contact your detailer.

ET

With the great number of you deciding to stay in the finest Navy in the world, successful negotiation takes prior planning. Our rate is affected by all of the new Force Shaping programs. When picking a set of orders, look for career-enhancing billets that will increase your advancement opportunity and/or rate knowledge. Do not wait until the last minute to try to get orders; you are only reducing an opportunity for you to get that "perfect set of orders." Additionally, once you are selected for orders, changing your mind and trying to negotiate for something else is not an option. When you see the codes on CMS/ID, such as "T," "I," or "N," please ask your command career counselor to look at the detailer's comments. We make every effort to ensure notes are included to inform you of why you were not selected.

Forward Deployed Naval Forces (FDFN), which include Japan, Guam, Diego Garcia, Singapore and Korea, are one of our priorities and offer career challenges and increased advancement opportunity. Recent trends show individuals completing or currently on tours in FDFN advance more quickly than their peers. Pay incentives and travel are all benefits of duty in FDFN and are becoming more and more popular. Check CMS/ID for the latest opportunities FDFN.

OS

Congratulations to our 12 newly selected OSCMs. This the largest number of new OSCMs in a long time. Quick analysis of their careers tells us that the Navy is looking heavily at being able to operate in positions outside of your normal career path. Seven of the OSCMs selected served in Other Contingency Operations (OCO), previously GSA, assignments. All OSCMs demonstrated sustained superior performance and their tours involved training Sailors. If you want your name to be on the next advancement list, then you should be showing some of the traits these individuals have throughout their careers.

Here are some easy pointers for your career: Lead Sailors. Don't think "I am only a third class Petty Officer," and use



Storekeeper 2nd Class Jacquelyn Fink, from Williamsport, Penn., inspects luggage belonging to a Soldier for any unauthorized items on a base in the Middle East. Fink is part of a Navy customs team that coordinates military out-processing activities for service members leaving areas of operations in Iraq and Afghanistan. (Photo by Mass Communication Specialist Third Class Jorge Saucedo)

this as an excuse to not lead Sailors. If you are a third class Petty Officer or above then you should be looking for ways that you can lead Sailors. Diversify yourself. You may be the best maneuvering board operator in the Fleet, and that is great, but now that you have been trained, train your relief and move on to the next qualification. Mentor someone daily and show the Navy how much more you have to offer. Take a challenging billet when rolling to shore. Our key billets are instructing at a formal school command, recruiting the future Sailors of tomorrow, hands-on training at Basic Training Command Great Lakes as a Recruit Division Commander or serving in a multi-force capacity on a OCO assignment.

We are always looking for volunteers to attend the AIC and ASTAC COI's. Complete your pre-reqs and call us. For those of you who already hold our most critical NECs (0318, 0319 and 0324), look at staying at sea under the Sea Duty Incentive Program (SDIP) pilot. E5 and E6 (0318, 0324) can earn an extra \$500 per month. For E6 and E7 (NEC 0319) an extra \$750 per month is available. See the NPC Web site for more details. For further career guidance, seek out your career counselor today.

STG

Greetings from the STG Detailers! If you are looking for something new, innovative and a different type of sea duty, then the Littoral Combat Ship (LCS) is for you. There have been rumors that LCS ASW mission package is going away, but it is alive and well. The LCS fleet is out of San Diego.

Another great opportunity we have is Integrated Under Sea Surveillance (IUSS) tours. IUSS offers many exciting options in CONUS and OCONUS. There are sea and shore assignments available in Japan and Whidbey Island. Learn the other half of the STG rating and make yourself a well-rounded Sonar Technician.

With PTS Zone A and B in place, you need to chase the hard assignments and be aggressive in your career path. Being a Recruiter or Recruit Division Commander (RDC) are challenging shore duty assignments that are out of rate and can be very rewarding personally and professionally.

Sea Special Programs

PERS-402D is the home for New Construction Detailers,

LCAC program Detailer, Riverine Detailer, Women in Ships Placement Manager, Fleet Decommissioning, Disestablishment, and Homeport Change Coordinators. We detail the elite of Fleet! If you have what it takes (and meet the eligibility requirements), for a demanding and rewarding experience in New Construction, LCAC's, or Littoral Combat Ship (LCS), ask your rating detailer about Sea Special Programs. There is nothing like the experience of becoming a "plank owner". The new construction pipeline will often give you access to rating schools not available to the rest of the fleet. In addition to schools, you'll have the satisfaction of breathing life into a newly commissioned ship and placing that ship in service.

For those ships and shore commands undergoing the decommissioning process, we are committed to making your transition to a new duty station as seamless and stress-free as possible. The key for each of you is to involve your family early on in the decision process. Come to the demanning conference with several realistic choices for follow-on assignments and we will try our hardest to give you your top choice. Unfortunately, we cannot "make" a billet for you if one does not exist, but can only offer you valid requisitions. This is why it's so important for you have several realistic choices that will satisfy both you and your family, when it comes to decision time.

In the Women in Ships program, we maintain a database of the available female berthing spaces for about 13,000 women in 133 ships. It is important to understand that there are no billets designated by rating as "female" billets. If there is an open female rack on a ship, any rating can be detailed to fill a valid billet.

The Riverine program presents an outstanding opportunity for Sailors to join the expeditionary warfare team. If you screen for orders to a Riverine squadron, you will take your talents to the tip of the spear on the Global War on Terror!

I'm extremely proud of the PERS-402D team! They are the best in the business. Check out our webpage to gather information and then contact your detailer. We are committed to excellence in service to the Fleet and genuinely want you to have a positive, detailing experience.

for those who really apply themselves, the chance to qualify EOOW. Another thing to consider is advancement opportunities (particularly for those up for Chief), are much greater at our instructor sites.

It is essential that these critically needed sites remain properly manned with our top performing Sailors. As we begin to raise accessions for our nuclear rates, it becomes increasingly important for the health of the community to have high quality instructors ready to train and mold our young Sailors into operators that the Fleet can depend on and be proud of. Because of this, all nuclear technicians should expect to complete at least one tour at one of our nuclear training facilities.



The fast-attack submarine USS Chicago (SSN 721) returns to Naval Station Pearl Harbor after a six-month deployment in the western Pacific Ocean. (Photo by Mass Communication Specialist 3rd Class Luciano Marano)

While over 70 percent of our instructor duty billets are at the Prototypes, I currently have open billets throughout the training pipeline for all suitable applicants.

For those wanting to apply for instructor duty, submit an approved NAVPERS 1306/7, a special program screening form, copies of your last three evals, your PRIMS data, and your pipeline scores for Power School and Prototype. Remember that for breakout Sailors you can get orders to NPTU as early as your 36-month point onboard!

To those personnel heading back to sea, be sure to contact me at least 9 months prior to your current PRD. I typically have billets available in several ports for those willing to complete a full sea tour. As most of you returning to sea are first classes, you should expect to go to fill a role as an LPO at your next command.

ETC(SS) Shaun P. Dewar

Submarine Nuclear ET E6 and below Detailer

Submarine E-DIV

The first question on most Sailors' minds seems to be, "Where can I go after the ship?" The best path for a career in the Nuclear Field is Instructor Duty. There are several billets that open each year at Nuclear Field "A" School, Nuclear Power School and both Nuclear Power Training Units. All sites give challenging assignments, as well as great opportunities for college education and other professionally enhancing programs, such as Master Training Specialist. NPS and NFAS typically require an experienced Engineering Watch Supervisor qualification, while NPTU offers the opportunity to qualify EWS and even EOOW for hard-charging Sailors. Sea tour waivers are available for qualified personnel and the CPO board recognizes that only the best are allowed to go to these important assignments.

There are also other potential career-enhancing jobs available to personnel that are more senior and want a change. Performance Monitoring Teams require EWS qualified Sailors who are technically savvy and can perform without

supervision while working with ship's company to evaluate or repair vital equipment. Nuclear Recruiters billets also become available periodically throughout the country. These assignments require an excellent record of conduct and an outgoing personality capable of independent work.

The Navy is continuing to build new Virginia-class submarines. I will be looking for Sailors to start the schools to man PCU MINNESOTA (SSN 783) in Newport News, VA for Fall 2010. Please contact your detailer with any questions regarding qualifications for available billets.

EMC(SS) Richard L. Ralyea

Submarine Nuclear EM E6 and below Detailer

Submarine M-DIV

You're undoubtedly wondering about shore duty options. Please consider the following before making any hard decisions. Most nuclear-trained personnel who have never served a tour of duty as a prototype instructor perceive it as many things: too hard, never ending shift work, not available (due to class standing), and doing the same old thing as you do at sea.

Prototype instructor duty can be the hardest, most challenging and yet most rewarding shore duty in the nuclear Navy. Maintaining and operating the Navy's nuclear propulsion training plants tests the skill and ability of everyone assigned. Many plant and equipment problems are solved only because of the technical knowledge of the sea-experienced staff operators. While the majority of staff members at the prototypes are on shift work, there are several day staff positions that are manned exclusively by sea-returnee personnel (off crew training group, staff training group and material operations department, to name a few). One of the requirements for prototype instructor duty is to be in the upper 50 percent in academic standing at NPS and NPTU. This IS waiverable based on performance at sea and command endorsement (see MILPERSMAN Article 1300-957 for more details).

The bottom line is that prototype instructor duty is challenging, but it is never dull or mundane. Every day presents something new, from figuring out new ways to motivate that struggling student, to fixing material deficiencies on the plants, to doing a complete reactor/engineer room shutdown and startup inside a 4-hour period.

Prototype duty gets an undeserved bad reputation from those who didn't like it, then go to the fleet and express their dislike. You never hear the other side because those who did enjoy it don't go around telling everyone how good it was. Don't let the rumors stop you from pursuing a nuclear instructor shore duty.

MM1(SS) Herbert A. Miller

Submarine Nuclear MM E-6 and below detailer

Submarine RL-DIV

Hello to all my fellow submarine ELTs and all Sailors interested in radiological sea duties. The sea going command possibilities are endless for the motivated ELT, with options



Submarine/Nuclear Assignments (PERS-403)
Submarine RC-DIV

Greetings to all nuclear ET submariners! As always, Nuclear Instructor Duty is one of the best ways to set yourself apart from your shipmates as a top performer. While certainly a challenging shore duty assignment, Nuclear Instructor Duty will provide you not only a break from sea duty, but also several rewards and opportunities during your tour. As an instructor, there are many opportunities to further your own education (with costs supplemented by the Navy!), the ability to qualify Master Training Specialist and EWS, and



Lightning strikes behind the Los Angeles-class attack submarine USS Albany (SSN 753) as severe weather moves over Naval Station Norfolk. Albany is undergoing a maintenance availability at Naval Station Norfolk to upgrade equipment and conduct necessary repairs. (Photo by Mass Communication Specialist 1st Class Todd A. Schaffer)

including the initial manning of PCU MISSISSIPPI in Groton. I strongly encourage all of you who meet the eligibility requirements of NAVPERS 18068F, Volume II, to receive a NEC 3366, to do so and greatly enhance your career in the Navy. For those of you just starting your sea-going Navy life: Sea Duty Incentive Pay (SDIP) has been approved for first tour ELT's who voluntarily extend their sea time beyond prescribed sea tour at a rate of \$500 a month, paid up front! For more information review NAVADMIN 162/07.

For those of you headed to shore duty, consider the challenging, but highly rewarding Nuclear Instructor Duty at Nuclear Prototype Training Unit in either Charleston, SC or Ballston Spa, NY. Not only would you help the leaders of tomorrow start their careers but you would also greatly enhance your own. Review MILPERSMAN Article 1306-957 and submit your package today.

Lastly, consider attending the Radiological Control Technician Qualification School en route to nuclear maintenance facilities such as Nuclear Regional Maintenance Depot Norfolk, Virginia. This provides personnel the opportunity to work on shore and periodically rotate to the tender based in Diego Garcia to work abroad. The options are out there, and it all starts with contacting me.

MM1(SS) John Wilson

Submarine Nuclear ELT E6 and below Detailer

Submarine CPO

Hello from Millington! I want to take a moment to discuss some career milestones that all Sailors need for advancement. At the top of that list is Nuclear Instructor Duty. The CPO board has routinely recognized nuclear instructors as the top performers. The Navy's Nuclear Propulsion Program has training sites in Ballston Spa, New York and Charleston,

South Carolina. These are the places where you can go and grow our next nuclear operators and ensure the continued success of our program. Being a Nuclear Instructor not only gives you the chance to make significant positive impact on our community, but also gives excellent personal and professional growth opportunities, such as advanced qualifications (EWS/EOOW), Master Training Specialist, and personal education.

For our up-and-coming SCPO candidates, are you ready for the challenging assignment as an EDMC? I have available openings for most geographical areas. For our chiefs, if you haven't started your EDMC qualifications, you need to get them done. This will pay big dividends towards your advancement to SCPO. Please see MILPERSMAN Article 1306-957 for instructor duty and COMSUBFORINST 1552.20 for EDMC qualifications, or contact me via phone at (901)-874-3627 (DSN 882-3627) or e-mail robert.sickmiller@navy.mil for further details.

MMCM(SS) Robert B. Sickmiller

Nuclear Submarine CPO Detailer

CVN Nuclear ETs

Nuclear-trained ETs perform duties in nuclear propulsion plants operating reactor control, propulsion and power generation systems. The character of Nuclear Field jobs is mentally stimulating and offers career growth. The Nuclear Field provides opportunities to work closely with specialists in the nuclear, technology, and engineering fields. The Navy is the leader in the development and safe operation of nuclear power plants and provides the most comprehensive technical education available in the nuclear field. New and exciting career opportunities await the select group of people who possess nuclear knowledge and know-how, gained through

Navy training. At the heart of this program are the extraordinary instructors who shape the equally extraordinary minds of future Sailors. While the course work they teach may be fast-paced and the standards they set may be high, the results Nuclear Instructors get in return are worth it. Due to the low manning of ET instructors at our training commands, the first step to looking for any available shore duty billets is to submit an instructor screening package. Based on your package being approved or disapproved, then we can discuss available shore duty options.

ETC(SW/AW) Jeremiah J. Ledda

Surface Nuclear ET E6 and below Detailer

CVN Nuclear MMs

We are currently in need of heroes and role models. We need our best Sailors whose leadership, motivation and dedication to their family, Navy and country is in keeping with the highest traditions of the naval service. We recently increased accessions in nuclear field duty in order to meet the manning needs of the fleet. Can YOU train them? Are YOU able to take on life's toughest challenges? Can you take raw recruits and turn them into reliable, capable, hardworking members of the most important field in the Navy?

There is currently a great deal of leadership opportunity available at Prototype. It is part of the expected career progression for every nuclear operator to spend their first shore tour as an instructor of some sort. The majority of these billets are located at Prototype where our best Sailors will have the opportunity to guide and mentor the future of Naval Nuclear Power while identifying themselves to the CPO board as the "best of the best". In addition to this awesome responsibility, there are plenty of opportunities to get qualified EWS or PPWS. There are numerous pathways for a Sailor to pursue a degree program through online courses or local colleges and spend valuable time with their families at the various local attractions.

The screening process ensures we maintain the highest quality Sailors in these vital positions. For instructor duty, submit an approved NAVPERS 1306/7, copies of your last three evaluations, an approved special duty screening, a copy of your Page 4 (with pipeline class standings), and a copy of your PRIMs data. We can waive up to 18 months of your first sea tour and 24 months of your second sea tour for Sailors requesting duty at NPTU.

Unfortunately, not every Sailor will be able to screen for instructor duty. For those packages that are disapproved, there is an equally challenging role available as a Nuclear Recruiter. We have billets at 31 different recruiting districts all over the country. You will be trained in communications and salesmanship in order to become responsible for seeking out the best young men and women to relieve you in the fleet.

MMC(SW/AW) Zeb Shaw

Surface Nuclear MM E6 and below Detailer

CVN ELTs

First of all, it is an honor to serve you as your detailer and

shipmate. For those of you who are wondering what you can do for shore duty that's career-enhancing, exciting and challenging, please consider this: There is STILL a need for sea returnees to be instructors at Prototype. As an instructor on shore duty, you are in charge of the future of our Navy as you mold young Sailors into the operators the Fleet can depend on and be proud of. Additionally, there are many opportunities to further your own education with colleges that are willing to work with your schedule. You also have the ability to earn your Master Training Specialist and qualify EWS or PPWS. Additionally, some exceptional Sailors can qualify EOOW. This is a great opportunity to break up your sea tour and experience a different part of the Navy.

For instructor duty, submit an approved NAVPERS 1306/7, copies of your last 3 evaluations, page 4 (class standings), PRIMs data and a special duty screening (MILPERSMAN Article 1306-957 refers). The screening process ensures we maintain the highest quality Sailors in these important billets. We can waive up to 18 months of your first sea tour and 24 months for second tour Sailors for NPTU duty.

MM1(SW) Micah G. Van Nort

Surface Nuclear ELT E6 and below Detailer

CVN Nuclear CPOs

Greetings from Millington! I wanted to take a moment to share with you an outstanding opportunity and career expectation of nuclear operators known as instructor duty. Nuclear Instructor Duty is a great way to identify yourself to the CPO board as a hand-selected "Top Gun." As you are aware, the Navy's Nuclear Propulsion Program has training sites in Ballston Spa, New York and Charleston, South Carolina. These are the locations where our next generation of nuclear operators are born and raised. Being a Nuclear Instructor not only gives you the chance to make significant positive impact on the lives of our future warriors, it also gives you excellent personal and professional growth opportunities such as advanced qualifications (EWS/EOOW), leadership (LPO/LCC), and personal education as all sites have degree programs that are flexible with the work schedule. Please see MILPERSMAN Article 1306-957 or contact me via phone (901)-874-3648 (DSN 882-3648) or e-mail eric.daw@navy.mil for further details.

MMCS(SW) Eric D. Daw

Surface Nuclear CPO Detailer

Culinary Specialist

The forward-thinking Sailor is the one preparing for future challenges by broadening his experience base and pursuing opportunities to hone his leadership skills through ever increasing responsibilities.

What does that mean? It means the successful leader is the one that has been working on being a good leader for his entire career. It is never too early to think about the next pay grade or the next billet. We must continually work towards the next challenge. It isn't too early to qualify COW/DOOW/DCPO, and it isn't too early to find that collateral duty that

will support the Command. Simply stated, if you aren’t moving forward, you are backing up.

We have a lot of opportunities across the fleet for those hot-running Sailors. Guam and Pearl can provide a huge amount of experience simply because of the unique challenges associated with OCONUS vice CONUS homeports. Many shore duty billets are at critical levels, so there are leadership opportunities on shore duty as well. Unfortunately, it is difficult to be released to another community due to the critical manning issues that our community is struggling with.

Give me a call. We’ll talk about what you have done, and what you can do to develop as a submarine CS and Sailor.

CSC/SS Greg Waldee

Submarine CS E1-E9 Detailer

Submarine MM (Weapons)

For LPO’s, you need to review the PRD of each of your Sailors in your division. Your goal should be divisional stability and should result in no more than two Sailors transferring per year. You can request PRD adjustments for your Sailors via PRD extension requests in accordance with the Submarine Personnel Manual (SUBPERSMAN). I have received a number of NAVPERS 1306/7’s requesting assignment to specific billets or duty stations. The only way to apply for a billet is to utilize CMS/ID. If you are having problems logging on to CMS/ID or your CCC cannot do it for you, call me and I will ensure your name gets applied to the billet you desire. Recently, I have received several questions regarding obligated service (OBLISERV) in orders. OBLISERV is placed in all orders to ensure Sailors complete Prescribed Sea Tour (PST)/Normal Shore Tour (NST). If you are not going to OBLISERV for a set of orders, you have 30 days after receipt of your orders to contact me.

MMCS(SS) Shawn P. Robertson

MM Weps Detailer

Navigation/Communications Electronics Technicians

Training continues to be the highest priority as the modernization of communication and navigation suites become more prevalent. The Common Submarine Radio Room, AN/BLQ-10, and Photonics mast maintainers need to get to the appropriate platforms. To compensate for the lack of fleet maintainers, top performing “A” School graduates may enquire about possible follow on “C” School.

As always, forward-deployed vessels and commands are a priority. Assignment to an SSN in Guam or a watch floor overseas is an opportunity to gain valuable experience and has significant value at selection boards. Highly motivated Sailors are needed at Submarine School staff in Groton, CT; a great opportunity to lead and train. Also, GSA/IAMM assignments are available for ET’s transferring from sea. GSA assignments are normally in rate and 8-12 months long.

Learn, lead, and train at sea and you will succeed. Many opportunities exist for ET’s, please feel free to contact us with any questions.

Storekeeper

Responsible career management is more important than ever. Extreme competition for advancement from E4 through E9 is the reality felt by all Submarine Storekeepers. Despite this, our proven performers continue to advance at a steady pace. Who are these top performers? They are the individuals who go to the demanding jobs where they are needed most. Here are a few suggestions to better plan your career and compete for that next chevron, anchor, special assignment, or officer program:

- Superior job performance as an SK
- Continue seeking more demanding duties and assignments
- Demonstrate responsibility through collateral duties
- Qualify COW/DCPO/DOOW

I constantly receive questions about opportunities for being stationed overseas. We now have billets available in Sigonella (1 E-6 and 1 E-5) and Bahrain (1 E-5). We also have career opportunities available at DSU and CSS 11 in San Diego for junior SK’s. Currently, a hard-charging SKCS is needed for COMSUBGRU 10 in Kings Bay, GA. If you are interested in any of these opportunities, please talk to your Command Career Counselor (CCC) or call me. Your CCC can help with your application in CMS/ID.

As a reminder, Oct. 1 is the transition date to our new rating as Logistics Specialist. To assist in that transition, the Supply community will be providing training opportunities and updated reference manuals, so keep a look out. Prepare early for advancement!!!

I look forward to helping you progress your career opportunities in our NAVY!!!

SKC(SS) Breck Dittman

Submarine SK Detailer

SONAR Technician

As we transition to more sophisticated sonar suites and submarine platforms, one of the more critical areas for the STS community to address is the need for more qualified technical experts at sea. The most common requests from Commanding Officers and Sonar LCPOs are for fleet returnees with ARCI and equipment NECs. One of the tools used to meet the demand signal for technical specialists as well as fleet returnees is manning “C” School seats to capacity. Each year we convene between 5 and 7 sonar pipeline “C” Schools. The pipeline “C” School options are BSY-1 and Virginia Class maintenance pipelines, which are convened in Groton and BQQ-6 which convenes in Bangor, WA. Each of the convenings includes some version of ARCI and JSTS. These pipelines are extraordinarily beneficial to sonarmen and submarine crews as they prepare junior sonarmen to be Sonar Supervisors as well as technical experts.

There are two ways to attend these pipelines. Sailors can either attend after their shore tour or they can STAR re-enlist and submit a NAVPERS 1306/7 to attend STAR “C” School. To attend STAR “C” School, members should be qualified

up to Sonar Supervisor at a minimum and have at least 24 months on board their current boat. Upon completion of your “C” School, you will receive orders to a submarine for 24 months minimum. In most cases, members have been able to receive their port of choice upon graduation. Commands are encouraged to approve NAVPERS 1306/7 requests to attend “C” School in order to meet the demand for technicians in the fleet. This short-term loss will result in long-term command and community health and significantly improve experience and expertise in the fleet.

STSCS Clinton Cornwell

Submarine Information Technology

We are in the process of standing up the Information Systems Technician, Submarines (ITS) rate and are on pace for rating establishment in 2011. The biggest concern from the fleet right now is how a Sailor can convert to ITS. Instructions on the process will be sent out in a naval message in the near future, but you can expect that the source ratings to be the forward electronic ratings; ET, STS, and FT. This does not preclude any other rating from applying, but the final decision will be made by your rating detailer and the ECM. To apply for a LAN job, you have to be released by your detailer and then discuss your options with me. I will make every effort to facilitate your request as far as type of platform and home port location. The biggest concern I have for you is getting the right schools for the NEC required. J-NET-Core (2735) is the prerequisite for NSVT (2780) and ANA (2781). In today’s high-tech world, information security is critical to the mission of the Navy and to the health of our country. If you are interested in, or would like more information about the IT/SS rating, please call me and I will answer any questions you have.

ETCS (SS/FMF) Barlow

Submarine YN

PRD Management and Negotiating Window: Each Sailor is expected to know their projected rotation date (PRD) as well as their window of opportunity regarding negotiations for your next set of orders. If you are unsure of your PRD, look at your EDVR. If the EDVR does not list the correct PRD, contact me to determine the correct PRD. I encourage each one of you contact me within 12 months of your PRD to let me know what your desires are in regards to follow on orders and when you are within nine months of your PRD, start applying for your next job through CMS/ID. The longer you hold off on applyING via CMS/ID, the fewer choices you will have to pick from.

Of note, in the past few months I have received quite a few requests from Sailors asking to be released to fill non-submarine YN billets. Your chances of filling a non-sub YN billet are very slim. I currently have numerous YN(SS) shore jobs that need to be filled or that are gapped.

In closing, please feel free to contact me via telephone or email as needed. Watch CMS/ID and make your applications for acceptable billets. Staying in one geographical area is nice, however, be ready to relocate as required to serve the needs of the Navy. If I can keep you in one area for a few tours of duty, I will, however, you must remember that extending on board or rolling to another sea going unit in the same homeport may not always be an option. No billet = no job.

I look forward to working with all you in the near future.

YNCM(SS/DV) Will Cool

Submarine YN Detailer

Aviation (PERS-404)

Greetings from the Enlisted Aviation detailers. First off, I would like to introduce myself. I am LCDR Don Gaines and I reported to Navy Personnel Command from HSC-23 “Wildcards.” I have been in the job for just about 6 months now and I will say that this is one of the most challenging, yet rewarding jobs I have been in during my career. The chance to work with the detailers as they positively impact the lives of 62,000 Sailors and their families is a fantastic opportunity that I’m excited to be a part of.

One of the first things I would like to discuss is what changes are occurring in the aviation community. In the next couple of years, virtually every community will be transitioning to a new airframe. The Joint Strike Fighter (JSF), The F/A-18G “Growler”, the P-8 and H-60 Sierra and Romeo are just a few examples of what the aviation fleet is going to look like. With these changes coming, this is a great opportunity to rise to the challenge of learning and mastering a new airframe. The community isn’t the only thing that is changing. As many of you know, Perform to Serve (PTS) is



Aviation Support Equipment Technician 3rd Class Tony Perkins of Fayetteville, Ark. attached to Aircraft Intermediate Maintenance Department at Naval Air Station Sigonella, Italy, performs a routine oil change to a 42 Tow Tractor. NAS Sigonella provides logistical support for 6th Fleet and NATO forces in the Mediterranean. (Photo by Mass Communication Specialist 2nd Class Jason T. Poplin)

not only for first-term Sailors any more. Now every Sailor (E-6 and below) in zones A and B need to be PTS approved before they can begin to negotiate for orders. That means putting in for your PTS request at least 12 months prior to your PRD for approval.

Once you are PTS approved, you will need to start looking at Career Management System/Interactive Detailing (CMS/ID) at least 9 months before your PRD. There are some things you need to remember when applying on CMS/ID. Look at billets that are high up on the requisition list. Those are the ones that need to be filled first and foremost. Also, we monitor the costs for PCS and TAD for those orders. The higher the cost, the harder it is to honor your request for those orders. That also includes the cost for any training required for the billet you are requesting. That is not to say that we will not send someone across the country for orders. If there is a need to maintain fleet balance between the East and West coast units, we will move Sailors coast to coast to meet that requirement. Also, Forward Deployed Naval Forces (FDNF) also needs to be properly manned. A successful FDNF tour is a great opportunity to make your record stand out above the rest of the pack. Additionally, we also have requirements to fill orders to be Recruiters and Company Commanders at RTC.

The bottom line is you need to communicate with your detailer early about your desires for your upcoming orders. Each Sailor has unique requirements and we can't help you unless we know about those requirements. The sooner you start talking with your detailer about your desires, the sooner we can work with you on helping meet those desires. If we work together, we can find a set of orders for you that will not only meet the mission requirements of the fleet but also support you in your career progression.

AC Detailer

For those that don't know me I am your friendly detailer ACCM(AW/SW) Jeff Brown. I know that there are a lot of changes happening in our Navy today, but we can't control those, so let's talk about your future. For those of you that decide to make the Navy a career, you should be thinking about different and diverse duty stations. The Navy is looking to retain only the best and the brightest Sailors, so you should be looking at taking challenging assignments. In answering some common questions I receive: All of the ECRC billets you see on CMS/ID are air traffic control specific;

Admin, Deck, Security & Supply Assignments (PERS-405)

Boatswain's Mate Update

Greetings from Deck Department! As always, the Navy continues to provide an exciting and demanding environment for its Sailors and those in Deck Department. Boatswain's Mates are consistently meeting these challenges, especially in the role

Diego Garcia and Souda Bay Crete are 12-month unaccompanied tours; San Clemente Island and San Nicholas Island are 24-month tours; yes, I release controllers to special duty programs, but not very often; you can always call me, but you must apply on CMS/ID for orders. Rota Spain needs Spanish speaking controllers and NATTC can use instructors. As always, keep 'em separated!

AO - Welcome back to Red Rock Corner

First, a few words about PRDs and CMS/ID. PRD's are only an estimate of your actual transfer date. A Sailor may be transferred three months early and as many as four months late. Depending on variables, you may transfer anywhere in this window. Nine months before your PRD, you are in the order negotiating window. This is the time to apply for five billets via your Command Career Counselor (CCC) in CMS/ID.

When using CMS, remember that billets are listed in a priority established by Fleet Forces Commands (FFC). We are obligated to fill the higher priority billets first. Don't wait for that "special job" to become available. You have up to five selections each month you can use. Have a game plan, and apply for your plan B and C billets. If you only apply for that dream job, you will find yourself in the "Needs of the Navy" window in no time at all. At five months from your PRD, we are required to send you to one of those "High Priority" billets.

At times, detailers must assign their next available PRD rollers to CNO high-priority billets. This means that all available rollers not under orders may be dropped from rate, non-voluntarily, if necessary. These requirements change often. Once again, apply for billets on CMS/ID as soon as you hit your 9-month window and talk to your chain of command and CCC about career intentions.

Lastly, help us wish AOC(AW/SW/FMF) Roach, Fair Winds and Following seas as he retires after 24 years, and an Ordie welcome to AO2(AW/SW) Dudley joining us this summer. Be safe on the ship and shore and keep your heads down in the desert.

Your Detailing Team

AOCM(AW) Timothy Falls – E7-E9

AOC(AW/SW) Teresa Foster – E5-E6

AO1(AW) Michael Botticello – E4 and below

of Recruiters and Recruit Division Commanders. However, there is room for more. I cannot stress the importance of leadership and there is no better way of learning and living it than as Recruit Division Commanders and Recruiters.

One area that needs the fleet's attention is the Navy Harbor Pilot Program. There is a 50 percent manning shortfall. For those who may be interested, take a moment and familiarize yourself with MILPERSMAN Article 1306-927 for a detailed



Boatswain's Mate 3rd Class Ryan Rector pulls in the monkey lines after a man overboard drill aboard the aircraft carrier USS Dwight D. Eisenhower (CVN 69). The Eisenhower Carrier Strike Group is operating in the U.S. 6th Fleet area of responsibility after a scheduled five-month deployment in the U.S. 5th Fleet area of responsibility supporting Operation Enduring Freedom and maritime security operations. (Photo by Mass Communication Specialist 2nd Class Rafael Figueroa Medina)

listing of the requirements.

For all you senior Boatswain's Mates I challenge you to get with all your junior Sailors and inspire them to take on the toughest assignments, utilize CMS/ID, and contact their detailer early with their career desires and intentions. Furthermore, everyone should expect at least one future overseas assignment and/or an IAMM/GSA tour during their career. Additionally, we are a sea intensive rating and with that expect to follow your sea/shore flow.

BM Rating Detailers are:

BM1(SW/AW) Shawana Moore, A-Schools, E1-E4 BM Rating Specialist

BM1(SW) Derek Seals, E5 BM Rating Specialist

BMC(SW) Nathan Kvinsland, E6 BM Rating Specialist

BMCM (SW/AW) Peter Smith, E7-E9 BM/Lead Rating Specialist and Harbor Pilot Detailer

Detailer's phone numbers may be found on the NPC Web site located under Surface Deck/Admin/Supply at www.npc.navy.mil/enlisted.

BMCM(SW/AW) Peter Smith

Surface BM E7-E9 Enlisted Rating Detailer

Culinary Specialists - Stay Flexible

Hello shipmates from sunny Millington, Tenn. I'd like to take this opportunity to address the entire CS community. I see a lot of things that would make the process of receiving orders less stressful to all concerned. First and foremost, communicate with your detailers just as we are communicating with you. All Sailors receive a 12-month message and a 10-month contact via phone or e-mail and, if necessary, a six-month PRD notification message.

These initiatives are in place so when you reach your 9-month detailing window, your detailer will already know your desires. When making requests for assignments, be realistic and when it's time to roll to sea or shore duty expect orders to that particular type of duty. Remain flexible. Senior Culinary Specialists, this is my charge to you: do everything in your power to ensure no one under your charge gets a set of orders without having any contact with their detailer. Also, ensure that counseling is conducted with all

your Sailors concerning career decisions.

Lastly, I don't want anyone one to feel the detailers have wronged you because they are truthful in dealings with you. All of my detailers will strive to do what's best for you and your family while meeting the Navy's mission. Remember, every Sailor must have a set of orders by the first day of the fifth month prior to their PRD. Don't hesitate to call your detailer, they are your advocate and are here for you.

- E7-E9 Detailer (901-874-3741) CSCM(SW/AW) Bailey
- E6 Detailer (901-874-3714) CSC(SW) Pham
- E5 Detailer (901-874-3717) CSC(SW/SS) Colosimo
- E4 Sea & A-school Detailer (901-874-3716) CSC(SW/AW) Trice
- E4 Shore Detailer (901-874-3715) CS1(SW/AW) Cooper
- CSCM(SW/AW) Jurnell Bailey
- Lead CS Detailer

MA Updates and Reminders

The Sea/Shore rotation has been revised and is now called Sea/Shore Flow. For further information and guidance, please refer to NAVADMIN 234/08.

For Sailors interested in Mobile Security Forces, please refer to MILPERSMAN Article 1306-969. The article addresses qualification requirements and assignment policies for personnel requesting assignment to an MSF unit.

All MAs must be eligible for a secret security clearance. Should a Sailor's security clearance be revoked, they will either be force-converted or separated. For further guidance and information, please contact the MA Community Manager.

Finally, any Sailor looking for a challenging shore assignment should consider applying for SWFLANT, in Kings Bay, GA or SWFPAC, in Silverdale, WA. All Sailors assigned to either location will be providing security for the Strategic Weapons Facilities and must be able to pass the Nuclear Weapons Personnel Reliability Program (PRP) screening as per SECNAVINST 5510.35A.

- MAC Rebecca Houde
- MA Detailer

Personnel Specialist

Greetings from Millington! I would like to take this opportunity to congratulate those of you who were selected for advancement on the March 2009 cycle. Advancements are very competitive, but can be achieved with proper preparation. I strongly encourage you have a plan and keep dedicating yourself to improvement, as it serves to increase your chances for selection and improves the quality of knowledge and service provided by our community. As a front line customer service rate, we owe it to our customers and our community to strive to be the very best we can be.

One area that we do need to bring to the attention of our community is the Enlisted Classifier, NEC 2612. There is a significant manning shortfall for Classifiers. If you are a



Master-At-Arms 1st Class Keith Thomas, embarked aboard the Military Sealift Command hospital ship USNS Comfort (T-AH 20), carries a patient to be seen by medical professionals. Continuing Promise is a four-month humanitarian and civic action mission that combines U.S. military and interagency personnel, non-governmental organizations, civil service mariners, academic and partner nations to provide medical, dental, veterinary and engineering services afloat and ashore alongside host-nation personnel. (Photo by U.S. Air Force Senior Airman Jessica Snow)

squared-away PS2 through PSCS completing your sea tour or overseas tour, and searching for a challenging shore tour to demonstrate your abilities and assist new Sailors in making decisions about their careers, I strongly encourage you to consider the available Classifier jobs advertised in CMS/ID. These are separate from the PS jobs and can be found by searching the 2612 NEC in CMS/ID. As a classifier, you will play a key roll at the very beginning of naval careers and support the Navy Recruiting Mission. As a bonus, you will spend three weeks at the classifier school in sunny Pensacola, Fla., enroute to a challenging, career-enhancing shore assignment where you may be eligible to receive Special Duty Assignment Pay (SDAP) and meritorious advancement. These billets also open the opportunity of being stationed in many more geographic locations, as there are billets located throughout CONUS.

For more information contact your detailer to learn more about this challenging, but rewarding, tour of duty. Your Detailers are:

- PSCM Lewis, Lead PS Detailer: (901) 874-3749
- PSC Whitley, E6 Detailer, (901) 874-3725
- PSC Lazio, E5 and below Detailer, (901) 874-3735.
- PSC(SW) David Lazio
- PS Detailer

RP - Sea/Shore Tours

As I visit around the country meeting our RMTs, a recurring question that you have for me concerns tour lengths and PRD adjustments.

NAVADMIN 234/08 established the new Sea/Shore Tour lengths for RPs. They are:

	Sea	Shore
First Tour	48	48
Second Tour	36	48
Third Tour	36	48
Fourth Tour	36	48
Fifth Tour	36	36

A few exceptions exist with regards to tour lengths. Spouse collocation, special programs, first term "A" School graduates to shore duty are examples of tour lengths that are only 36 months to complete your shore duty tour. I have already adjusted the PRD for those individuals that had PRDs of October 2009 or later. If you are in doubt or have questions about your new PRD, give me a call or send me an e-mail.

Lastly, do not allow yourself to be pinched when negotiating orders. Once you confirm when your PRD is, remember that enter your negotiation window 9 months prior to your PRD. Negotiate early by making your desires known to the Detailer. I will do the best I can to support you as we meet the needs of the Navy.

- RPCS(FMF) Dino C. Medler
- RP Detailer

New Detailer Arrivals

Hello fellow SH's. I am SHCS (SW) Blanton, the new E6 -E9 detailer. I'm reporting from ATG Mayport with 22 years in the Navy and my goal is provide the best quality service to the SH community.

As always, the best way to get the orders you desire is by communicating with your detailer! Your orders are governed by many factors. My job is to provide the right Sailor for right the job to ensure we meet Navy mission requirements. As a reminder, you should talk to your Career Counselor and they will provide you with jobs available in CMS/ID. Keep in mind, you should apply for more than one job to give you a fair opportunity to get the assignment desired.

SHC(SW/AW) Bautista, E5 and below Detailer continues NPC's vision of "Mission First, Sailors Always". Every month you are afforded the opportunity to apply for up to



Religious Program Specialist 2nd Class Michael Pornovets, a range coach for Naval Mobile Construction Battalion (NMCB) 7, watches Storekeeper 2nd Class Shawn Appar as he sights in his M16A2 service rifle at the Woolmarket firing range. NMCB-7 is in its homeport training cycle preparing for an upcoming deployment to Rota, Spain. (Photo by Mass Communication Specialist 2nd Class Michael B. Lavender)

five billets in CMS/ID via your Command Career Counselor. There are also times when career-enhancing programs/billetts and challenging duties are open, but may not be available for normal application procedures. Please don't hesitate to call us and inquire about this window of opportunities. Propel your career forward, take a challenging tour of duty and put your best foot forward.

If you have any questions feel free to contact me at (901) 874-3743/DSN: 882-3743.

- SHCS(SW) Kelvin Blanton
- Lead SH Detailer

Storekeeper Update

The SK Detailing shop would like to take this opportunity to congratulate all our new petty officers who were promoted during the March 2009 advancement cycle. We are very proud of your promotion.

The first topic I would like to discuss is career diversity and why it is important for you to seek various, career-enhancing jobs. It is your responsibility to ensure you pick the right career path for advancement. Career diversity is not repeating the same type of tours (i.e., squadrons, Bahrain, NMCB). It is important for each of us to get out of our comfort zones and experience other opportunities which await us in the fleet. Have you ever been part of ship's company before? If not, you may want to consider it as your next tour. Don't be afraid to take on the challenging billets, such as an ECRC, FDNF, RDC, or Recruiting. Talk with your chain of command and seek guidance on what you need to do for career enhancement. The SK detailers are also here for further guidance, should you have any questions about specific billets or what you need to do next.

Our next topic to discuss is the Career Management System/Interactive Detailing process (CMS/ID). Personnel can view interactive detailing through a secure website located at

<https://www.cmsid.navy.mil>. You can submit an application for up to 5 billets per month; remember, the more billets you apply for, the higher your chances of getting selected. Do not hesitate to take the challenging sea duty billets or the hard-to-fill shore duty billets based on your rotation. As discussed earlier, promotion boards will look at where you are and where you've been. Do not wait until your last month in your negotiation window to apply for orders because if you do not get selected, your detailee will assign you a set of orders in accordance with Manning Control Authority priority. If you are having problems making an application or you are unsure if your application was submitted successfully, don't hesitate to call or e-mail your detailee.

We, as your detailers, are here to assist you and give you advice about your next set of orders. Please communicate with us so we can assist you while you're still in the detailing window.

SKCM Patty Romano

SK Detailee

Yeoman Update

The Yeoman/Cryptologic Technician (Administrative) merger has been completed. Prior CTA specific job positions now reflect in CMS/ID under YN. Sailors interested in available Yeoman billets with the 9190/9556 NEC must have, or be able to obtain, the requirements outlined in NAVPERS 18068, Volume II, January 2009 edition prior to receipt of PCS orders.

While planning your career path, we cannot stress enough the importance of maintaining your proper Sea Shore Flow.

A fragmented history of assignments is costly, ineffective, potentially impacts mission readiness, and may send an inaccurate message to a selection board. Diversity in assignments is strongly encouraged; give serious thought about a Recruiting/RDC tour when rotating to shore duty, and a Global Support Assignment (GSA) when rotating to Sea duty.

While attached to a command, break out from others by working towards your degree, attain shipboard qualifications and ensure you are actively working toward a warfare qualification.

If you decide to separate from the Navy, ensure you are completely informed, have a working post-Navy plan, complete Pre-Separation Counseling (DD Form 2648), Transition Assistance Program, and thoroughly weigh the pro's and con's prior to making career-impacting decisions.

Ensure you are observing PII when routing sensitive information to PERS-405 and send official personnel requests through BUPERS online, whenever possible.

Surface YN Rating Detailers are:

YN1 (SW/AW) Everine Johnson, A-Schools, E1-E4 YN Rating Specialist

YN1 (SW) Anthony Gatto, E5 YN Rating Specialist

YNC (SW) Juanette Martin, E6 YN Rating Specialist

YNCS(SW/AW) David Garcia, E7-E9 YN/Lead Rating Specialist

YN1 (SW) Anthony Gatto

YN Detailee

Medical/Dental (PERS-407)

Your HM career management team in PERS-407 is honored and privileged to serve as your detailers during one of the most dynamic and challenging times in our rich military history. Our team is led by Branch Head, CDR Phil Jackson and Lead Detailee, HMCM(FMF) Shanon Best. We are committed to providing you with the best detailing experience possible and your command leadership with the tools needed to navigate the complex enlisted distribution process. To let you know what to expect when interacting with your respective detailee, the following covers our overall detailing philosophies:

Customer Service. Our primary focus in PERS-407 is to provide fair and consistent customer service to the 21,000 HMs we detail. You should expect experienced career advice and a professional, courteous attitude whenever you interact with our shop. Our modus operandi is to lean towards yes and do our best to meet your needs while simultaneously meeting the diverse needs of the Fleet.

Career Diversity. We strive to provide Sailors with career diversity by ensuring a proper sea/shore rotation to enhance their marketability and make them competitive for advance-



Hospital Corpsman Victor Torres places an identification band on a pediatric patient outside the Chinandeaga Centro Salud medical site during a Continuing Promise 2009 medical service project. Continuing Promise is a four-month humanitarian and civic assistance mission to Latin America and the Caribbean. (Photo by U.S. Air Force Airman 1st Class Clara Karwacinski)

ment. The detailers will guide you to the most career enhancing billet available during your negotiation window, to include sailorization, staff and special program billets.

Special Programs. Due to our community being stretched by the Global War on Terrorism, we will only release HMs to HM-specific special programs such as Medical Officer Recruiting, Pre-commissioning units and females to Recruit Division Commander billets. Releasing HMs to any generic special program billet results in organic HM billets going unfilled throughout the fleet.

Overseas Billets. We have several billets in overseas locations such as Japan, Spain, Italy and Guam. While these billets offer special incentives and career diversity, you should not realistically expect to stay overseas for an extended period of time. Consecutive overseas tours are high cost and present a serious strain on our limited PCS budget. However, if you are detailed to an area that offers a shore duty and sea duty billet in the same location, we will usually consider a

CT/IT/IS (PERS-408)

CTI

Hello from the CTI Detailers! We want to lead off with a "Fair winds and following seas" to our recently-departed Rating Lead, CTICM Loren Bailey.

CTICS(SW) Barry Armstrong is now in the seat and ready to work your CTI1 and above, as well as general CTI detailing, manpower and distribution issues. CTIC(NAC/AW) Chris Washburn is the Detailee for all CTI2s and below as well as all "A" School graduates.

We are committed to working with each of you individually to find the right billet for you, while meeting the requirements of NAVNETWARCOM and the fleet. Call or e-mail anytime with your PCS questions or concerns!

CTM

Many of you have already met me, but for those of you who haven't, I am CTMCS(SW) Chris Hacker and I have been the CTM Detailee for almost a year now. For this first LINK article, I feel it is important to address NAVADMIN 234/08, the Navy's most recent Sea/Shore Flow message. There are significant changes for the CTM rating in this message that you need to be aware of immediately.

First and foremost, for those of you currently on sea duty with a critical NEC (9224, 9225, 9289), you will notice in "note 8" of this NAVADMIN that your sea tour is now 48 months. If you hold the NEC 9229, it is a 60-month submarine obligation. PLEASE check with your chain-of-command to verify your PRD, as most of your PRDs have been adjusted to meet this new tour requirement. There was no "grandfather clause" built in, and the entire Navy was baselined off of this new message. Some of you may question that your "Sea 2/3/4" tour is 36 months, but "note 8" modifies that to the above mentioned NEC sea requirement, and that

one-time in-place consecutive overseas tour. Subsequently, you will be detailed back to CONUS upon completion of the second tour.

Operational Billets. Depending on your NEC and pay-grade, shipboard billets are limited within the HM community. Over 90 percent of the general duty operational billets are with the Fleet Marine Force. That said, you should prepare yourself mentally and physically for a career-enhancing Fleet Marine Force job after completing your current shore tour. We assign shipboard billets on a first come-first serve basis and they go quickly every month.

In closing, we encourage every Hospital Corpsman to take charge of their career destiny. Please take advantage of the team detailing concept at your respective command and actively utilize CMS/ID to negotiate your next career adventure. Your career management team here at PERS-407 is standing by to assist you. Thanks for all you do and keep charging forward!



Information Systems Technician 1st Class Alan Decker, assigned to Naval Mobile Construction Battalion (NMCB) 7, inserts a cord into the transmitter dish of a Ruggedized Deployable Satellite Communications (RDSAT) system while performing routine maintenance checks. The RDSAT system is a deployable asset that allows a battalion to effectively communicate with email and phone services even when deployed to remote areas. (Photo by Mass Communication Specialist 2nd Class Michael B. Lavender)



Intelligence Specialist 3rd Class Annette Ruiz and Intelligence Specialist 2nd Class Kayla Botts observe a vertical replenishment aboard the nuclear-powered aircraft carrier USS Nimitz (CVN 68). Nimitz and Carrier Air Wing (CVW) 11 are conducting tailored ship's training availability off the coast of Southern California. (Photo by Mass Communication Specialist 3rd Class Eduardo Zaragoza)

is the tour length that will be reflected for your current and subsequent tours.

Secondly, the CTM rating is no longer on an INUS/OUTUS rotation. Moving into a traditional sea/shore rotation, it is important for you to understand that if currently on shore duty (Type 1/6) anywhere in the world, your next tour will be to sea duty onboard a surface platform (or submarine if you volunteer and qualify).

Finally, if you are a Chief and currently on shore duty, a sea duty opportunity may await you as a 3M Coordinator afloat. Please contact me to discuss your options and coast selection for this career-enhancing program.

I strongly encourage each CTM to familiarize themselves with NAVADMIN 234/08, in its entirety. All must analyze their careers to determine which next assignment you desire, based on available billets and maintaining a proper sea/shore rotation. If you are currently on sea duty and desire an "out of rate" shore tour, the only options to which I can release you will be Recruiting or RDC duty. If you are interested in either of these shore duty options, please contact me 12 months from your PRD.

I look forward to working with you as your Detailer and hope to talk to you very soon.

CTN

Hello Cyber Warriors, I am CTNCM(SW/AW/NAC) Sonny Montgomery, your CTN Rating Detailer. First, our rate is manned at nearly 85 percent, which is way up from the 50 percent when I first arrived – a "Great job!" goes out to our TECHAD, CTNCM Janes.

Assignments? You ask about our INUS/OUTUS rotation? Our rotations are periodically reviewed as new billets come online. Currently, we are limited on OUTUS assignments such as Hawaii, one billet each in Korea and Japan, sea duty at both NIOC San Diego and NIOC Norfolk, and NECC to include our SPECWAR community. Our Interactive On-Net Operator Program has grown significantly in the past year and we will continue to screen those who are interested IAW MILPERSMAN Article 1306-980. If you are interested in any of our special programs, please contact me one year from your PRD.

There will be a significant change to our CTN rating beginning in October 2009 when we convene our first Joint Cyber Analysis Course (JCAC). This course will only be available to those who convert into the CTN rating, and our new accessions. Do not worry; each of you will be required to complete various delta courses that will bring your techni-

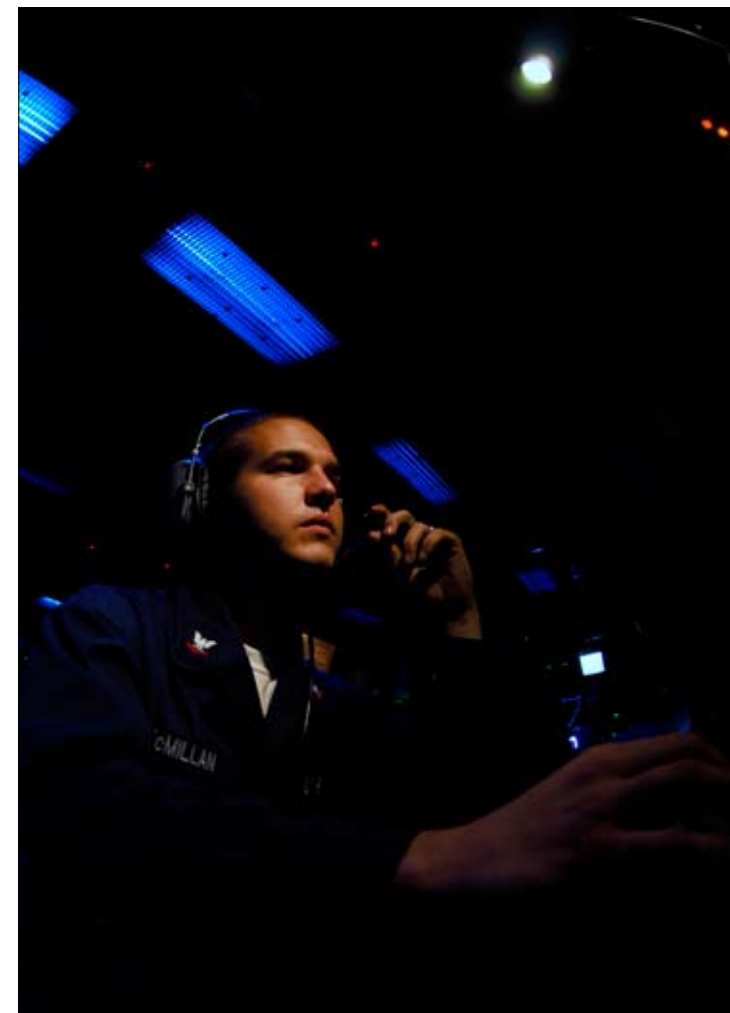
cal aptitude up to the level of a JCAC graduate. B/I/ADNA courses will no longer be available after 1 October 2009. If you have any questions, don't hesitate to contact me!

Finally, Congratulations to our two new CTNCM's! Well deserved!

CTR

For those of you whom I have not yet had the pleasure of meeting, I'm CTRCS(SW/AW) Valerie Lawrence, the CTR E6-E9 Rating Lead. I would like to take this opportunity to introduce our new CTR E1-E5 Detailer, CTR1(SW/AW) Christopher Ryan James. He hails from USS BONHOMME RICHARD (LHD 6) out of San Diego. If you have not met him yet, please take a minute and give him a call to discuss your intentions regarding your next assignment.

Speaking of intentions, we recommend that Sailors contact Detailers at the 12-month point from their PRD. That lead time will allow for completion of any special screening requirements for assignments, or just the chance to discuss career opportunities. We may not be able to assign you into a specific billet at that point, but we will know your plans and desires when you enter your 9-month detailing window.



Cryptologic Technician (Technical) 3rd Class Corey McMillan, from Sierra, Ariz., monitors radar screens inside the combat information center aboard the Ticonderoga-class guided-missile cruiser USS Antietam (CG 54). (Photo by Mass Communication Specialist 3rd Class Walter M. Wayman)

We remain the most dynamic CT Rating in the community. As such, I encourage you to continue to seek assignment selections that will build your diversity as a CTR, and prepare you as a leader in our rate. Both CTR1 James and I are here to assist you in reaching your goals; we look forward to hearing from you!

CTT

I am CTTC(SW) Daniel Placencia, the CTT E-5 and below Detailer. CTTC(SW/SS/AW) Jeff Lyons has recently relieved CTTCM(SW/AW) Ron Fuller as the CTT Detailer for E-6 and above. We wish CTTCM Fuller future success as he heads off to the Fleet Reserve after 25 years of dedicated service! Generally, we feel that the CTT community is well-informed on current rating issues due to our EW symposiums and an engaged senior enlisted community, but we would like to address a few additional points in this forum.

First, our new Sea Shore Flow NAVADMIN 234/08 changed the initial and second sea tour lengths from 48 months to 36 months for non-technicians only. All Projected Rotation Dates (PRDs) have been automatically updated so please log on to BUPERS online (BOL) for verification. If you feel your PRD might be in error, please feel free to give us a call.

Secondly, we have a considerable shortage of SLQ-32 maintenance technicians. Our main goal is to try and keep each ship with at least two SLQ-32 technicians onboard. If you are a SLQ-32 technician and would like back-to-back sea duty to stay in your current location, or are considering an extension onboard your current command, please let us know!

IS

Greetings from Millington! It's been awhile since we've had an opportunity to provide you an update via LINK, so before I get started, let me introduce who "we" are. I'm ISCM(SW/AW) Joe Gomez, your E6-E9 IS Detailer. My counterpart for E1-E5 and 'A' School detailing is ISC(SW/AW) Stacey Pond. We've been onboard for awhile and we want to let everyone know how we do business.

ISC Pond and I encourage everyone to use CMS/ID. It's a great tool that allows each Sailor to apply for up to 25 jobs in your normal detailing window. When using CMS/ID, ensure you have a Plan A, B, and sometimes C. The biggest problem I see each month is Sailors only applying for billets in a certain geographic location. Sometimes this may work out, but it's not always going to be an option. You need a contingency plan.

Other things to think about when you are applying on CMS/ID:

- Sea/shore flow. Stick to it! Shore-to-shore usually is not an option.
- NEC requirements. Make sure to apply for jobs for which you are qualified.
- Paygrade. "One-up" is fine for some billets. "One-down" will usually not happen. If you have any questions, call us!



- Two-ocean moves. During these times, we must consider PCS costs. Be realistic about your choices. I probably will not select a Sailor to go from JAC Molesworth to Japan; it's just too expensive!

We definitely encourage our Sailors to call for career advice, ask about billets, and to ask about their orders, so don't hesitate to call. We look forward to hearing from you!

IT

Greetings from your IT detailers, it has been a while since we have had a LINK article and we want to update you on some of the latest happenings within our rate. First, let's address who YOUR detailer actually is, ITCM(SW/AW) Maria Donlevy is responsible for all E8/E9 IT's, ITCS(SW/PJ) Eric Hovik is taking care of our E7's, ITC(SW) Jay Walker is the detailer for E6 and "C" Schools and we have divided the E-5 and below, including accessions' between LANT and PAC. ITC(SW/SG/AW) Jason Reynolds is taking care of our LANT Sailors and ITC(SW) Aurelio Hoffman is detailing PAC Sailors.

One of the most important pieces of information we want to make our Sailors aware of is that your security clearance is of the utmost importance. Since the IT/CTO merger, CTO billets have been absorbed as IT billets and most require a Top Secret/SCI eligible clearance. All of the IT billets require at least a Secret clearance. The bottom line is, if you have your clearance upgraded to a TS/SCI-eligible level, you open many more opportunities for yourself! If you have no clearance, or it has been revoked, or an LOI issued, we cannot

transfer you at all until the matter is fully adjudicated. If you are experiencing problems getting your command's servicing Special Security Officer (SSO) to allow you to initiate the Special Security Background Investigation, or SSBI, (which must be completed to be SCI-eligible), simply tell them that SECNAV M-5510.30, Exhibit 6A, clearly states that it is a mandatory requirement for all IT's to have completed SSBIs, and to maintain a TS clearance eligibility at all times.

Another important piece of information is the new Sea-Shore Flow NAVADMIN that was released last year. All of our Sailors' PRDs have been adjusted and should reflect in your command's latest EDVR. No one is "grandfathered in" based on previous duty stations. For example, overseas shore duty five years ago will not count as sea duty now.

The last two important pieces are the PFA and warfare qualifications. Both of these weigh very heavily for your detailers in making CMS/ID selections. If you have the opportunity to earn a warfare qualification, do so! If you have a PFA failure issue, there is little that we, as detailers can do to PCS you, until it is resolved. See NAVADMIN 277/08 for full details.

We want to close on this note: we are here for you! You, your career, and your family are all very important to us, and we do our best to match your wants with the Navy's needs. Your Career Counselor is an invaluable asset at your disposal and so is your Detailer. We are a phone call or email away, and our contact information is available on the NPC website, using your CAC login. Until we meet again, Fair Winds and Following Seas!



Shore Special Programs (PERS-4010)

Recruiting Desk

Greetings from the PERS-4010 Special Programs Recruiting Desk.

First we'd like to bid a fond farewell to our previous recruiting detailers; YNC(SW) Grantham, PS1(SW/AW) Norman, and YN2(SW) Polk.

The new recruiting detailing team is; NCC(NAC) Waddle as the lead recruiting detailer, YN1(SS) Corralejo as the recruiting analyst, AO1(AW/SW) Barr as E-6 recruiting detailer, and CS2(SS) Calhoun as the E-5 recruiting detailer. We look forward to assisting you as you transition into the world of recruiting, where you will be responsible for guiding and mentoring young men and women in positive ways as they begin their journey to becoming proud, squared away Navy Sailors.

Before pursuing a recruiting assignment, you should read MILPERSMAN Article 1306-900 and MILPERSMAN Article 1306-964 in their entirety. Also read through the Special Program Screening Form, (NAVPERS 1306/92 {Rev. 12-03}), as you will be required to complete it and route it through your chain of command for approval once you have been nominated to recruiting.



A service member from the U.S. Embassy in Dakar, Senegal, gives a high-five to a Senegalese boy while playing soccer at the Vivre Ensemble orphanage after a team of Africa Partnership Station 2009 members delivered donated school supplies from Project Handclasp. Service members working with Africa Partnership Station delivered donated school supplies from Project Handclasp to the school. Africa Partnership Station is an international initiative developed by Naval Forces Europe and Naval Forces Africa, which aims to work with U.S. and international partners to improve maritime safety and security on the African continent. (Photo by Mass Communication Specialist 2nd Class David Holmes)



Members of the Allied Command Transformation color detail conduct a pass and review around the NATO Allied Command Transformation (ACT) flag plaza during the ACT National Day celebration in Norfolk, Va. (Photo by U.S. Army Capt. Robin Ochoa)

Another useful resource is the official CNRC website at www.cnrc.navy.mil. You will find current information about recruiting, as well as links to the schoolhouse (NORU) and the individual recruiting districts.

You must contact the Chief Recruiter (CR) for your ultimate duty assignment. PCS orders only direct assignment to the Naval Recruiting District (NRD). Contact info for the CR is located on CNRC website.

If you are up for a rewarding and challenging tour, please contact one of us for more information today.

PEP, Joint, NATO & Embassy (PERS-4010G)

If you're interested in working with our NATO Allies, Personnel Exchange Programs and Embassy Duty, or assignments with the Army, Marines and Air Force throughout Europe, the United States and Hawaii, look no further. Provided you meet the screening requirements contained in MILPERSMAN Article 1306-914, we may have a job for you. These programs offer unique challenges, travel opportunities and provide you an opportunity to further develop your leadership skills. If interested, contact AT1(AW) Michael McClain, PEP, Joint, NATO & Embassy Detailer.

Washington D.C./Memphis, Tenn., Placement (PERS-4010F & PERS-4010F1)

Interested in working at a Flag Staff command or Presidential Support, in a highly-visible, fast pace environment? Washington, D.C. Placement is always looking for hard charging, top-notch Sailors interested in working in Washington, D.C. and Memphis, Tenn.

Start early. Many commands in D.C. require a TS/SCI clearance or require a special clearance for Presidential support, which takes several months to adjudicate final clearances. Minimum requirements are contained in MILPERSMAN Article 1306-900. Things that help for selection include possession of or eligibility for a high-level security clearance, warfare pin, and competitive rankings amongst your peers.

Ratings most often needed are YN, PS, IT, ET, CTI, CTM, CE, BU, UT, MC, OS, and SK. Opportunities often become available for other ratings as well.

YNC(SW/AW/EXW) Napoleon Bryant; YN1(SW/AW) Juan C. Nuñez

Washington D.C./Memphis TN Placement Detailers

PS/YN(SS) 2612 classifiers needed

Looking for a job that provides challenges and added benefits? Navy Recruiting Command is looking for sharp, high-quality E5 and above Personnel Specialists (PS) and Yeoman (YN)(SS) to become Classifiers putting in future Sailors into

the right rating to create the next generation of our Navy.

Classifiers have the added benefit of receiving Special Duty Assignment Pay, an opportunity to be meritoriously promoted to the next higher paygrade up to E7 under the Recruiter Command Advancement Program. Classifiers are stationed at Military Entrance Processing Station located throughout the U.S.

Navy Classification school is a 4-week course in sunny Pensacola, FL. Upon graduation from school, Classifiers earn NEC 2612.

STA-21, MECP/IPP order writing

Shore Special Programs, PERS-4010K, is responsible for the order writing process for the Seaman-to-Admiral 21, Medical Enlisted Commissioning Program/Inservice Procurement Program, and Officer Candidate School Programs (MECP/IPP) after notification of selection by the responsible program coordinator. PCS moves will be executed with follow on orders issued after graduation. Please refer to all applicable current NAVADMINS and OPNAVINST 1420.1A for program requirements and processes.

SKC(SW/AW/SCW) Benjamin C. Cariaga; YN1(SW/AW) Marina M. Searcy

Shore Disestablishments/Enlisted to Officer Accessions Detailer

TOP 10 “A” school assignment questions

Most undesignated Sailors know about the career-enhancing opportunities offered by “A” school. Many have questions about the nuts and bolts of how to get to an “A” School. For answers to the most frequently asked questions please use the following link:

<http://www.npc.navy.mil/Enlisted/ShoreSpecialPrograms/ASchool.htm>

Recruit training command

WANTED: Hard-charging Navy professionals to transform civilians into Sailors. E5 and above are eligible for the #1 Sailorization and Mentoring shore duty that the Navy has to offer. In addition to the immeasurable professional development and personal gratification, RDC’s enjoy a historical promotion rate of almost twice that of the Navy’s average as well as SDAP and post tour choice of coast. If you have any questions about becoming a RDC contact the Shore Special Program Detailer (PERS-4010D) at DSN: 882-3855/COMM: 901-874-3855 or log in at: http://www.npc.navy.mil/Enlisted/ShoreSpecialPrograms/RDC_MEPS_OCS/RDC.htm.



Engineman 2nd Class Chad Zandi, a member of the visit, board, search and seizure team of the guided-missile destroyer USS Carney (DDG 64), climbs from a ridged-hull inflatable boat during a boarding exercise. (Photo by Mass Communication Specialist Seaman Apprentice Jonnie Hobby)

Full Time Support (PERS-4012)

Greetings shipmates, from the Full Time Support (FTS) detailer shop! The FTS community remains an integrated force of over 8,500 Sailors in 26 rates with 4,087 serving at shore, and 4,424 serving at sea duty. Sailors continue to be offered a variety of assignments: Aviation Squadrons, Frigates, Explosive Ordnance Disposal Units, Maritime Expeditionary Security Force Units, and Fleet Marine Force, to name a few.

Hot Items in FTS detailing:

HM Detailer: Corpsmen interested in obtaining additional training as either an Advanced Lab Technician or Surface Force Independent Duty Corpsman, review the respective CANTRAC and submit a package to your detailer. These specific skills are in demand!

AWF and GSA Detailer: The conversion is done and everyone should be an AWF. If for some reason you are not, call me. If you are coming up for orders, think about upgrading and moving towards the front of the aircraft. Anyone who has problems with their CEFIP, please have your NATOPS Department contact me so we can get your pay straightened out.

GSA: We currently have numerous GSA requirements in Iraq and Afghanistan. Contact your detailer if you are interested in doing a rewarding GSA assignment.

FTS EN, EM, DC, HT, MR, Special Programs Detailer: FTS Engineers - As you may have noticed there are very few shore duty opportunities available. This is the result of the civilianization of RMCs and billet cuts. Call me for general

shore duty billet opportunities.

ENC/EMCs - To help promote growth at the Chief level, all FFG ENC/EMC billets are being shifted to FTS. This means there may be a period of time when we’ll have more CPO billets than CPOs available. Be prepared to go to sea.

FTS Special Programs consist of RDCs (NEC 9508), Correctional Custody Ashore (NEC 9575) and 3MC (NEC 9517). Billets are limited, and you must be released by your detailer to be detailed to a special program.

FTS PS & NC Detailer: We currently have less than 15

Enlisted Readiness & Support (PERS-4013)

GSA Q&A – How the GWOT Support Assignments (GSA) Process Works

Q. How does the GSA process work?

A. You’ve decided to take a GWOT Support Assignment. After completing your initial research, you’ve discovered the many benefits afforded by GSA tours: Two advancement award points, selection board consideration, choice of coast selection (for tours 270 days or longer), designated place moves for your family (if the assignment is 365 days or longer, boots on ground plus training) and the satisfaction of serving as a Navy Expeditionary Warfighter.

Your Command Career Counselor is the first stop. Your CCC will inform you of the requirements, including no NJP’s within the last 24 months, no recent PFA failures, security clearance (valid and current), any NEC’s required, PTS approval, any high-year tenure issues, and sufficient obligated service.

Assuming you meet the requirements, the next step is to apply on CMS/ID (and while you’re there, update your contact information). Apply for the ECRC on the coast that you want to be assigned to when you return. It is important for you to discuss your post-GSA assignment with your detailer and ensure you have follow on orders 90–120 days prior to returning from your GSA assignment, this will minimize your stay at the ECRC upon return.

When the CMS/ID cycle closes, your detailer makes the GSA selections. When selected, you are nominated to PERS-4013GS. The 4013GS detailers will verify that you are the right fit for the job, and will ensure orders are written and released. Unique to GSA is the 2-part order process. First, PCS orders are issued transferring you from your current command to the NMPS/ECRC. Approximately 60–120 days prior to your detach date, you will receive TDY or ITDY orders (depending upon the length of your assignment), which provides your TDY location (e.g. Iraq, Afghanistan, HOA, Kuwait, etc.), as well as all intermediate training stops enroute. Ensure you read the PCS and TDY orders carefully upon receipt. If you intend to request the BAH rate for a location other than your Primary Duty Station (PDS), or if you plan to execute a designated place move, you must send

percent sea duty overall, so if you get the opportunity, I recommend you apply for it. Unfortunately, several Sailors insist on both sea duty and a premier location. If you have aspirations of being a CPO, you may need to “bite the bullet” and go to a less than desirable location to get that experience and warfare pin. If you perform well, you’ll find the hard job and/or location was well worth it.

NC - Unfortunately, there are usually a small number of PRD rollers available at any one time, so the number of jobs advertised is also small. Please call to discuss your options. Thanks for all your support in taking good care of our Sailors!



Members assigned to Explosive Ordnance Disposal Mobile Unit (EOD-MU) 3 and Explosive Ordnance Disposal Support Unit (EODSU) 1 board a C-17 Globemaster III transport aircraft to deploy to the Middle East to provide command and control of Explosive Ordnance Disposal Counter-Improvised Explosive Devices Force in Afghanistan. Navy explosive ordnance disposal units have been deploying for operations Iraqi Freedom and Enduring Freedom since 2001 and have been deploying mobile units as commands and control elements since 2006 supporting Operation Iraqi Freedom. This will be the first Navy explosive ordnance disposal battalion deployed to support Operation Enduring Freedom. (Photo by Mass Communication Specialist 2nd Class Michael C. Barton)

that request to Pers-451H. Remember, single Sailors are only authorized the BAH rate of the PDS.

Q. What can I do to make the process smoother?

A. Download and follow the ECRC Checklist at www.ecrc.navy.mil. This is the form by which all IA's and GSA's are currently screened. MILPERSMAN Article 1300-318 outlines the screening policy and procedures. Complete the screening as soon as possible after receiving orders and ensure your command reports suitability status via BOL.

Completing the required NKO courses, updating your security clearance and ensuring medical and dental readiness will make life much easier for you when you arrive at the NMPS site.

Now you're ready for a GSA assignment. For any other questions regarding these valuable and career-enhancing jobs, please email us at PERS_4013_GSA@navy.mil.

PRCM(AW/FPJ) Curt Emmert

GWOT Assignments LCPO

Navy Music Program Management (PERS-4014)

Thinking about a career in music? Think about being a Navy Musician!

The Musician rating, one of oldest ratings in the Navy, has openings for highly-qualified instrumentalists and vocalists. Conversion to the Musician rating requires (1) a screening interview to determine eligibility, (2) an audition to determine ability, and (3) PTS application to begin the conversion process. Lateral conversion through PTS is applied consistently across all ratings: if you are more than one year away from your PRD or have not passed an audition, the conversion request will not be approved. Unfortunately, the MU rating cannot accept National Call to Service (NCS) Sailors until they have fulfilled the initial four-year obligation.

Musician is different from other job fields in the Navy because proof of in-rate skill sets is required prior to entrance, with "A" School training intended to refine students' pre-exist-

ing abilities and provide a common musical vocabulary for efficient communication. To successfully pass an audition, you must already be able to read music and perform convincingly in a wide range of musical styles at a professional level on your instrument. Successful audition applicants typically have, at a minimum, five-to-eight years of civilian musical training and performance experience.

If you are interested in becoming a full-time musician and serving as the "Face of the Navy" while performing across the globe, go to <http://www.npc.navy.mil/CommandSupport/NavyMusic/JobOpportunities/>, scroll down to "Audition Information" and click on the instrument you play for guidance on what to prepare for your audition. For additional information, please consult your CCC, e-mail us at MILL_NAVYMUSIC@navy.mil, or call Comm 901-874-4316 or DSN 312-882-4316.

MUCM Scott Williams

MU Rating Detailer



Musician 1st Class Eric Lopez, a member of the U.S. Navy Ceremonial Band, performs during a Twilight Tattoo ceremony at Fort McHenry in Baltimore, Md. The band, based in Washington, D.C., is the Navy's premier musical organization and performs public concerts and military ceremonies in the greater Washington area and beyond. (Photo by Musician 1st Class Tina M. Catalanotto)

Distribution, Management, Allocation, Resources & Procurement (PERS-45) New First-Term Sailor PRD and Tour Length Assignment Policy

With the recent change from Sea Shore Rotation (SSR) to Sea Shore Flow (SSF) announced in NAVADMIN 243/08, it was necessary to update MILPERSMAN Article 1306-126, First-Term Personnel Assignment Policy.

First-term personnel assigned to sea duty and homeported in the continental United States (CONUS) will be assigned a PRD that matches their EAOS, to include any extensions, or SSF, which ever is less. (Members electing to reenlist will complete their SSF.)

Exceptions to this rule are ships and units homeported in CONUS, but operating in an overseas area for one year or more (i.e. a USNS ship assigned a homeport of San Diego, but operating out of Guam). Those assigned to this type of unit will have their PRD set for a one-year tour.

Members initially assigned to CONUS shore duty upon completion of boot camp and skill training will be assigned a 24-month tour. The exception to the 24-month tour will be those rates identified as having an INUS/OUTUS (within the continental United States/and outside the continental United States) rotation. These are listed in the effective SSF NAVADMIN. Members will be assigned to sea duty upon completion of an initial assignment to a 24-month shore tour.

Members assigned to overseas duty will be assigned a PRD of 36 months or the appropriate accompanied tour length*, which ever is less (i.e. members assigned to Bahrain will be assigned a 24-month tour which is the accompanied tour length for Bahrain). First-term duty in Alaska and Hawaii is 36 months unless otherwise specified.

After completion of the 36-month tour (or accompanied tour length) first-term Sailors will be assigned in accordance with the first-term limitations outlined in MILPERSMAN 1306-126.

First term members may be eligible for Overseas Tour Extension Incentive Program (OTEIP) benefits. See MILPERSMAN 1306-300 for details.

*For a listing of DOD area tours see NAVSO P-6034, Joint Federal Travel Regulations (JFTR) Volume 1, Appendix Q.



Sailors assigned to the forward-deployed amphibious assault ship USS Essex (LHD 2) ready the phone and distance line during an underway replenishment with the Australian underway replenishment tanker HMAS Success (OR 304) and the dock landing ship USS Tortuga (LSD 46). The Essex Amphibious Ready Group is participating in force integrated training in preparation for Exercise Talisman Saber 2009, a biennial, combined training activity designed to train Australian and U.S. forces in planning and conducting combined operations. (Photo by Mass Communication Specialist 2nd Class Greg Johnson)

community updates

Enlisted Community Managers (BUPERS-32)

Greetings from the ECM Shop! If you have visited Millington lately, you noticed that we have moved offices. We are currently located in Ray Hall (Bldg 453), on the third deck. Stop in and see us if you're in the neighborhood!

As the Navy heads toward force stabilization, and as Sailors try to stay in the Navy rather than attempt to get a job on the outside, manpower planners find themselves with more Sailors than they need.

To solve the problem, officials have expanded the Perform-to-Serve program, through which Sailors request to re-enlist and face the prospects of forced job changes if there's not enough room in their current job. PTS has been in effect for first-term Sailors since 2003. Earlier this year, it was expanded to Sailors with six to 10 years of service, and in June 2009 we expanded it to include all E3-E6 Sailors up to 14 years.

Starting in October 2009, Sailors will be allowed to request a SELRES PTS quota in addition to their Active Duty preference. It will require no extra effort as they can ask for this on the same application that has their active-duty preference. Sailors can request to get a reserve quota without hurting their chances of receiving an active duty quota. In the end, it increases a Sailor's options for continuation of service.

Keys to PTS success:

- Urge your command to hold career development boards.
- Make sure you start on time.
- Manage your looks.
- Acquire a critical skill.
- Have the Command Career Counselor qualify you in Fleet RIDE to determine rating entry eligibility.
- Don't wait to consider rate conversion.
- Track conversion quotas, utilizing the Career Opportunity Matrix on the PTS homepage or the Career Counseling quicklink on the NPC website.
- Make sure you're converting into the right job.
- If necessary you may have to retake your ASVAB to increase your opportunities.
- Naval Reserve option.

The latest excitement for us has been the evolution of the REGA program. As announced in the most recent REGA Message (014/09), a Rating Entry/Year Group-based quota system became effective July 1 to ensure our best unrated Sailors are expeditiously vectored to undermanned ratings. Year Group quotas for apprentice Sailor rating entry paths will be published monthly to improve communication of the Rating Entry demand signal.

So what does this mean? It means the ECMs will establish



Royal Thai Navy Petty Officer 1st Class Prasith Cunchinda and Mine- man 3rd Class Devin Keeton, assigned to Mobile Mine Assembly Unit 10, label training mines in preparation for Cooperation Afloat Readiness and Training (CARAT) Thailand 2009. CARAT is a series of bilateral exercises held annually in Southeast Asia to strengthen relationships and enhance the operational readiness of the participating forces. (Photo by Mass Communication Specialist 1st Class Thomas Brennan)

quotas within their ratings for RED (Rating Entry Designation), NWAE (Navy Wide Advancement Exam), "A" School, and PAC Changes (SN to AN, etc...). Commanding Officers will recommend direct designation for top performing non-designated Sailors, submit NWAE "Approval required" applications, and submit "A" School applications using FLEET RIDE. FLEET RIDE will validate the Sailors eligibility as well as quota eligibility, and will submit the requests. Requests will be "racked and stacked" monthly, to ensure fair and rapid processing, and FLEET RIDE will be used to communicate the decision back to the submitting command.

Rating Highlights:

Submarine Electronic Computer Field

The Navy's Submarine Electronics/Computer Field (SECF) offers extensive training in the operation and maintenance of "Today's High Technology" advanced electronics equipment, digital systems and computers used in submarine combat control, sonar, navigation and communications systems. Volunteers for SECF will specialize in one of three Submarine Ratings: Electronics Technician - ET, Fire Control Technician - FT, or Sonar Technician Submarines - STS. Increased advancement opportunity, special monetary incentives, and esprit de corps are just a few of the benefits of joining this elite group of professionals. For more information on conversion into SECF contact your Career Counselor or Submarine Non-nuclear ECM.

Hospital Corpsman

The Navy has great opportunities for qualified Sailors to receive advanced training, college credits, money for reenlisting (SRB), Special Duty Assignment Pay (SDAP), and possible advancement to the next higher paygrade (STAR), by obtaining a critical NEC. Critical NEC's in the spotlight



currently include HM 8427 (HM RECON basic), HM 8403 (RECON IDC), HM 8406 (Aviation Medical Tech), HM 8410 (Biomedical Repair Tech), as well as HM 8493 (HM Dive medical Tech). To find out more information, as well as prerequisites, contact your career counselor or Enlisted Community Manager.

Mineman

Opportunities exist in the Mineman rating for dedicated sailors looking for challenges, a unique experience and advancement opportunity. In FY08, advancement to E4 was over twice the fleet average and good promotion potential remains in many of the other paygrades as well. Duty on a MCM, with its small crew, provides sailors the opportunity to earn qualifications and serve in a command where you know each and every shipmate. A security clearance is required and you should check with your Command Career Counselor to verify eligibility for this exciting field. If you are up to the challenge and looking to join a small, close-knit crew, look into continuing your naval career in the MN rating.



Lt. Cole Evans, an explosive ordnance disposal technician, demonstrates proper handling and firing of the M4 service rifle as part of a course on basic combat marksmanship during operation Infinite Response 09. Infinite Response is an exercise to improve interoperability and tactical proficiency in underwater mine countermeasures, combat marksmanship, anti-terrorism force protection diving, counter improvised explosive device tactics, tactical combat casualty care and dive medicine that strengthen overall military relations. (Photo by Mass Communication Specialist 1st Class Joseph W. Pfaff)

Officer Community Management (BUPERS-31)

Just stood up last year, BUPERS-31 is responsible for the overall long-term health of the individual communities, including unrestricted, restricted and staff corps communities of both the active and reserve components. While detailers are concerned with individual officers, Officer Community Managers (OCMs) are primarily concerned with accessions, community shape and losses to their respective communities as a whole.

Accessions. Accessions are the seed corn of a community's future. For Unrestricted Line communities, many accessions come from sources like the Naval Academy and NROTC units. Other options, such as Lateral Transfer and Officer Candidate School benefit Restricted Line communities, while Staff Corps communities rely upon custom programs. On an annual basis, OCMs oversee the accession of more than 4,000 new officers into the Navy from more than 12 accession sources into 33 different designators and the LDO/CWO communities.

Community shape. This area covers topics like promotion planning and special pays. It involves all of the "levers" an OCM has available to influence the community as a whole, by pay grade and by year group. By adjusting the promotion rates for the different pay grades, OCMs can correct – or begin to correct – over or undermanning in those pay grades. With other levers like Critical

Skills Retention Bonuses (CSRBs), OCMs can encourage officers to remain on active duty for a number of years. Every lever is employed to achieve a carefully crafted community shape that balances the ideal shape of the community, which is determined by a number of factors such as historical trends, DOD limits and officer continuation rates. Properly managed, this shape allows a community to meet the demands of the Navy today and in the future.

Losses. For every accession source, there is a reason for leaving the Navy; for some it may be retirement, others may simply fulfill their minimum obligation and depart and still others may be involuntarily separated. Just as some departing individuals may be pleased while others are disappointed, the communities those people depart from may view those indi-

viduals' departures either as an advantage or a disadvantage. For example, communities that are overmanned in Captains experience decreased promotion opportunities in that grade since there are fewer vacancies. So, when individuals depart from the Navy from that grade, it improves the chances for promotion for Commanders. On the other hand, it's seldom positive when junior officers depart. Junior officers are the senior officers of tomorrow and if too many depart, it effects the community immediately and for years to come.

In the next issue of LINK, expect an article on the basics of promotion planning. We'll discuss when officers can be expected to be looked at for promotion, when they would be promoted and the guidance that drives the process.



Lt. j.g. John Jackson, left, and Lt. Jeffery Sweitzer, from the "Black Knights" of Strike Fighter Squadron (VFA) 154 walk to their F/A-18F Super Hornet aboard the Nimitz-class aircraft carrier USS John C. Stennis (CVN 74) for their final launch during Carrier Air Wing (CVW) 9 fly off. John C. Stennis is returning from a scheduled six-month deployment to the western Pacific Ocean. (Photo by Mass Communication Specialist 3rd Class Walter M. Wayman)



put in for my outfit

Improving engineering readiness in landing ship docks

By Lt. Greg Crusier

As part of an ongoing effort to improve Landing Ship Dock Engineering Readiness, LSD LPD 17 CLASSRON led in the establishment of a Barrier Removal Team (BRT) to address Main Propulsion Diesel Engine (MPDE) training in the Engineman rating pipeline. The Engineman rating encompasses a wide range of knowledge and skills that may be divided into at least three distinct areas of expertise: Diesel Main Propulsion, Auxiliaries, and Small Boats. Throughout their careers Enginemen may serve tours in any of these areas often being required to learn new systems every tour rather than gaining in depth experience in a more narrow field. Because subject matter experience of Enginemen is not individually tracked, there is a strong possibility that a Senior Enlisted Engineman could be detailed to an LSD as the Main Propulsion (MP) Leading Chief Petty Officer (LCPO) with little or no previous MPDE experience. Without the benefit of MP experience, these senior sailors are at great disadvantage when suddenly faced with running a complex and aged propulsion plant.

Another challenge to developing a cadre of Enginemen with MP experience is the reduced number of MP Enginemen billets in the Surface Navy. The decommissioning of 20 NEWPORT Class LSTs starting in 1992 decreased the number of ships with MPDEs resulting in fewer opportunities for Enginemen to gain MP expertise. The Enginemen BRT is considering options to address these challenges and determine



Engineman 3rd Class Kenneth Fechtner, from Sparta, Wis. assigned to the forward deployed amphibious dock landing ship USS Tortuga (LSD 46) tests fuel to determine the amount of required anti-icing additive. (Photo by Mass Communication Specialist 1st Class Geronimo Aquino)

ways to increase MP exposure for LSD Enginemen.

Another engineering related manning issue is the high demand for Diesel Engine Inspectors (DEIs). The Navy is looking to fill vacancies now! Enginemen or Machinist Mates with strong backgrounds in Diesel Main Propulsion or Generator Sets, are great candidates for the DEI Program. There are Diesel Engine Inspector billets worldwide both at sea and ashore for E-7 through E-9 personnel with at least five years main propulsion or generator set experience. The DEI program requires candidates pass a pretest that can be taken at anytime but must be successfully completed within one year prior to commencing the Certification Course. Personnel interested in becoming a DEI should contact a local DEI (usually found at your local Regional Maintenance Center) and arrange to complete a minimum of one under instruc-

tion (U/I) inspection and secure a recommendation to enter the program, ideally about 12 months prior to their PRD. The DEI will order and proctor the pre-test and upon successful completion, personnel may attend the Certification Course. It is possible to attend the Certification Course on TAD orders. When detailed to a DEI billet, Special Duty Assignment Pay of \$300 per month is awarded. The DEI Certification Course is taught on both coasts, rotating courses between Norfolk and San Diego and quotas are managed by the Engineman detailer.

More information about the DEI Program may be obtained from Vince Pattison, DEI Program Manager, vincent.pattison@navy.mil, Comm: 215-897-1017, DSN 443-1017, or the EN detailers. Additional details about the program may be found in OP-NAVISNT 9220.3.

put in for my outfit

Do you have what it takes to be a Navy Steam Generating Plant Inspector?

By Master Chief Machinist's Mate Robert L. Hook
NAVSEA SGPI Community Manager

Over the years the use of steam to power ships in the Navy has declined. With the BT and MM rating merger in 1996, we have lost much of our corporate knowledge in boilers and steam systems. The advancement opportunities have improved for the Steam Generating Plant Inspector (SGPI) community. We now have sea duty billets on the LHD and LHA platforms to maintain a proper sea/shore rotation. This is my chance to ask you: are you are ready to meet the challenge to become a Navy SGPI and inspect the steam propulsion plants, auxiliary steam plants and steam catapult systems of the Navy? How do you become an SGPI? After going through the prerequisite training (consult the CANTRAC, OPNAV 9220.3, JFFM or see one of the SGPIs at the local RMC), candidates attend a certification course. The Steam Generating Plant Inspector Certification course is primarily designed to train and certify personnel in the MM rating in pay grades E-7 through E-9 with the knowledge and skill required to inspect propulsion, auxiliary, waste heat steam generating plants and steam catapult systems. What other benefits are there from becoming an SGPI? As an SGPI, you'll have a Fleet-wide impact. You'll participate in meetings and seminars used to shape the future operational, maintenance, and training policies of steam propulsion and auxiliary systems. Additionally, you'll be responsible for providing technical oversight, technical assistance and hands-on training to ship's force personnel on their equipment.

Recent changes in how we perform shipboard maintenance have led to significant reductions in

available "steam systems" training venues for Sailors. The enormous reductions in Sailor billets at the RMCs, coupled with the reduction in formalized classroom-style technical training, make the SGPI one of the only remaining opportunities available to the Fleet Sailor for in-depth technical training from a recognized subject matter expert. Even though the community is only available to E-7 and above, E-5s and E-6s can talk to the local RMC SGPIs to place their names on a grooming list for the SGPI program. This list will go to the detailer to keep you on track for implementation into the program, ensuring that

you will attend the schools needed to meet the prerequisites to become an SGPI.

Lastly, upon retiring from active duty, many SGPIs become boiler and pressure vessel inspectors employed by either a local jurisdiction, such as a federal, state, or municipal jurisdiction, by insurance companies or by inspection organizations, such as ABS, ASME, or API. Although passing a test administered by the National Board of Boiler Inspectors (NBBI) is required for this, being an SGPI gives you the qualifying experience and background to pursue this "life after the Navy" career. If you're interested in this vital and rewarding program, contact your local RMC SGPI, your detailer or me at robert.l.hook@navy.mil.



Machinist Mate 3rd Class KanGoma Tulay and Machinist's Mate Fireman Nicholas Healy perform maintenance to the plenum door controls aboard the amphibious assault ship USS Essex (LHD 2). The ship's plenum doors provide an opening for exhaust produced by vehicles in the upper vehicle storage area and well deck. (Photo by Mass Communication Specialist 2nd Class Matthew A. Ebarb)

Fly and fight with Hawaii's Easy Riders of HSL 37

By Lt. Casey Scameheorn
HSL 37 Public Affairs Officer

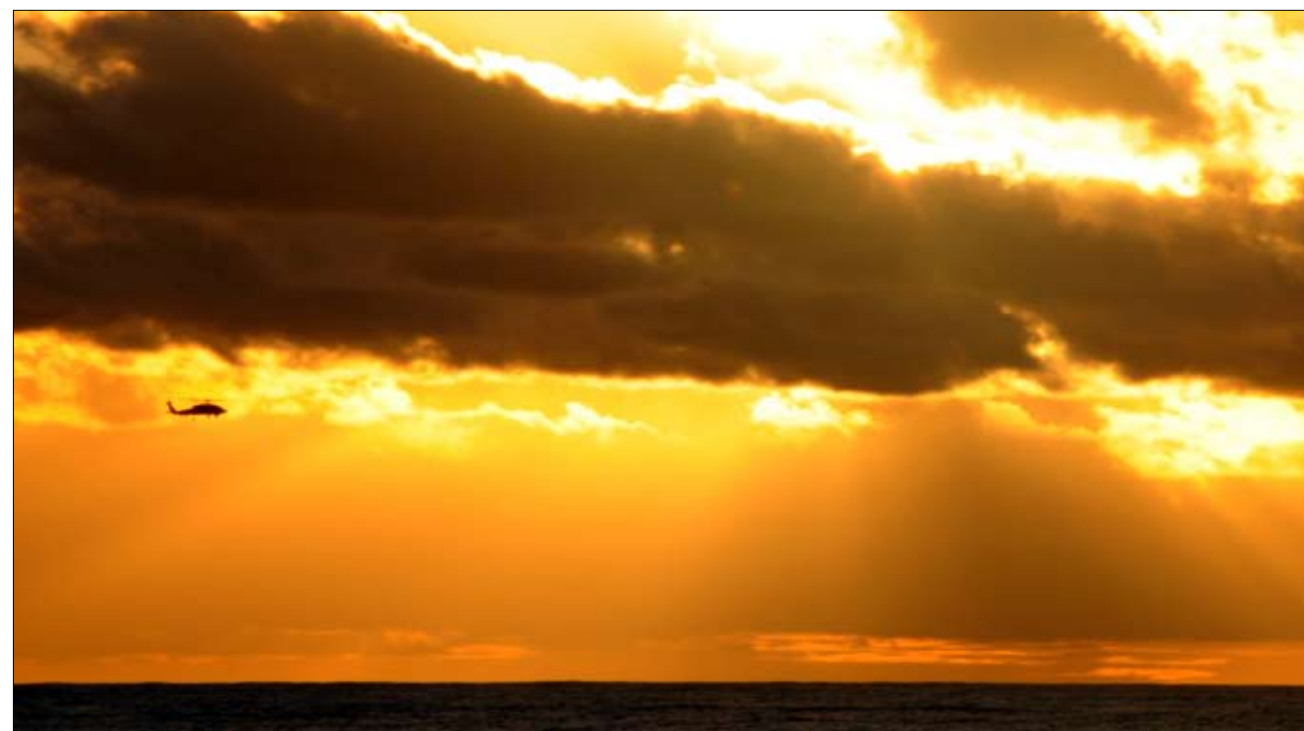
Luau, surfing, and palm trees, they're not just part of a tropical vacation, but part of daily life for the Easy Riders of Helicopter Anti-Submarine Squadron (Light) 37 (HSL 37), the finest light airborne multipurpose system (LAMPS) squadron in the Navy! Supporting the west coast surface fleet of cruisers, destroyers and frigates, HSL 37 is an integral part of both Fifth and Seventh Fleet operations. The Easy Riders have a distinguished track record; from participating in Operation Iraqi Freedom to providing Humanitarian Assistance in the Philippines to assisting the Coast Guard on Search and Rescue operations at home base in Hawaii. HSL 37 always delivers!

Located in gorgeous and historic Kaneohe Bay Hawaii, the Easy Riders enjoy some of the finest living the Navy has to offer. From the scenic views to the laid back Hawaiian atmosphere, living in paradise is a dramatic change from the ordinary. Though the mission always comes first, there is ample time to relax and enjoy the aloha lifestyle.



The Easy Riders are looking for motivated Sailors who want to lead from the front. As the only LAMPS MK III squadron in Hawaii, HSL 37 is called upon to provide support for many operations. Smart, talented and dedicated personnel will succeed in this challenging environment and will gain invaluable career experience. Flying and maintaining single or dual helicopter detachments on cruisers, destroyers and frigates poses many challenges, but also provides many rewards. Due to limited space and manpower, Sailors are given responsibilities at a very junior level, allowing them to grow as Sailors, leaders and in their individual rate. It is not easy, but those with drive and determination will find unsurpassed leadership opportunities and will gain invaluable experience throughout their tour.

If you are interested in a challenge, enhancing your career and enjoying a change in pace, come and join the Easy Riders and take part in a unique and fulfilling mission and atmosphere. For more information on the HSL 37 Easy Riders, visit us online at www.fleet.navy.mil/hsl37/.



A helicopter from the "Easy Riders" of Helicopter Anti-Submarine (Light) Squadron (HSL) 37 performs deck landing qualifications aboard the Pearl Harbor-based guided missile destroyer USS Chafee (DDG 90). (Photo by Chief Mass Communication Specialist David Rush)

put in for my outfit

Camp David seeking high-caliber Sailors

Are you looking for that next challenging tour? Do you stand out from your peers? Would you like a unique opportunity with memories that will last a lifetime? Presidential Support Duty at Camp David may be just the rewarding tour you are searching for. Camp David's team of dedicated, hand-picked Navy professionals provides world-class service to the President and his guests as a part of this highly unique duty station.

Camp David, or Naval Support Facility Thurmont, provides the President, the First Family and their guests with a healthy, safe and uniquely private place to work or relax.

Originally named "Shangri-La," Camp David was established by President Franklin Delano Roosevelt atop the Catoctin Mountains in Maryland in 1942. It is fundamentally a quiet and tranquil retreat that is meant to offer the President a haven for privacy and relaxation, as well as a location utilized to host visiting foreign leaders and dignitaries.

Performing a vital mission in direct support of the Commander in Chief, Camp David offers unparalleled technical training oppor-



Presidential Support Duty Sailors provides world-class service to the President and his guests. (Photo courtesy of Camp David)

tunities for Navy personnel, and one-of-a-kind experiences found nowhere else within the Department of Defense. We are always looking for top performing, highly motivated Sailors in many ratings — ABH, BU, CE, CM, CS, DC, EA, EM, EN, EO, ET, HM(8425), IC, IT, LS, PS, RP, SH, SW, UT and YN and officers with designators 3100, 4100 and 5100. To work at Camp David under the White House Military Office, all Sailors, both officer and enlisted, must pass a very extensive back-

ground check and be granted a "White House" security clearance. Anyone interested should contact Camp David 12-18 months before your projected rotation date as the screening process can be lengthy.

If you have questions regarding the process, please contact YNCM(SW/AW) Lawler (splawler@whmo.mil) OR YN2(AW) Herbert (alherbert@whmo.mil) at (301) 271-1400 ext. 4-1400 or the Shore Special Programs Detailer, YNC(SW/EXW/AW) Bryant at (901) 874-3880.

Putting In For Your Outfit:

Interested in promoting your command? We're interested in telling the Navy about you. Please call us at (901) 874-2266 or contact us via e-mail at cullen.james@navy.mil.

Articles should be talk about your ship, squadron or command, and why a Sailor would want to request orders there. Stories should be in Word format 400 - 600 words long. Photos are always a plus.

Your article must include a point of contact for information in your story: phone numbers, e-mail addresses and/or a Web site. Also, include a statement that your submission has been approved by your chain of command.

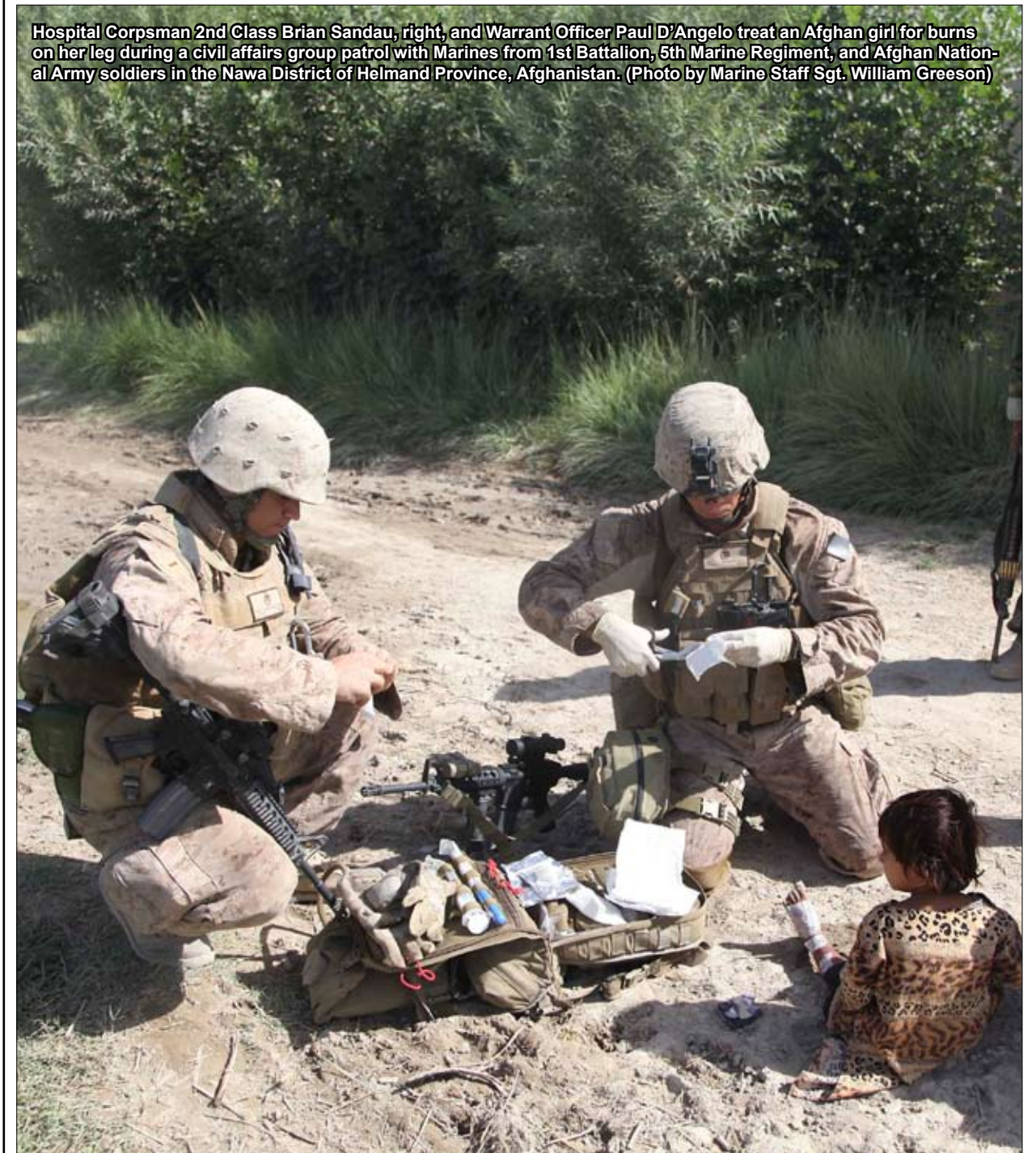
Put In For My Outfit articles run on a space available basis.

Editor's note: Not all ratings are available at all commands. Check with your detailer for specific availabilities.

contact

NPC Customer Service Center

The Navy offers Sailors a one-stop source of information through the Navy Personnel Command Customer Service Center. In an effort to provide quality service across the board to all Sailors, contact the CSC for all your career-related issues. Just call **1-866-U-ASK-NPC (1-866-827-5672)** and let the customer service agents help you! The CSC can also be contacted via e-mail at CSCMailbox@navy.mil or found online at www.npc.navy.mil/AboutUs/NPC/CSC/.



Hospital Corpsman 2nd Class Brian Sandau, right, and Warrant Officer Paul D'Angelo treat an Afghan girl for burns on her leg during a civil affairs group patrol with Marines from 1st Battalion, 5th Marine Regiment, and Afghan National Army soldiers in the Nawa District of Helmand Province, Afghanistan. (Photo by Marine Staff Sgt. William Greeson)